

Government of Pakistan
Ministry of Energy
(Power Division)

Career Opportunities

Applications are invited for the following positions from the individuals having required qualifications / experience / competence as mentioned against each, under the Electricity Distribution Efficiency Improvement Project (EDEIP), funded by the World Bank. The duration of the assignment shall be one year extendable for similar or extended period based on performance (maximum upto December-2027). Market-based salary will be offered:

1	ENERGY MODELLING SPECIALIST
	<p>Qualification / Certifications:</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in Mechanical or Electrical or Mechatronics or Energy or Electronics Engineering or Engineering Sciences or related fields (16 years of HEC equivalent education) from HEC recognized institution. • The candidates having certification(s) in the relevant field are encouraged to apply <p>Required Experience:</p> <ul style="list-style-type: none"> • Minimum 03 years of total experience • The candidate should possess experience related to: <ul style="list-style-type: none"> ○ Generation planning and financial forecasting ○ Tariff design & modelling ○ Sensitivity analyses, scenario developments and decision support system ○ Energy planning & scenario designing <p>The candidates possessing hands-on experience of relevant tools including PLEXOS, SDDP, LEAP, etc are encouraged to apply.</p>
2	GIS SPECIALIST
	<p>Qualification / Certifications:</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in Geo-informatics Engineering, Geography, Remote sensing & Geographical Information System, Data science, or related field (16 years of HEC equivalent education) from HEC recognized institution. <p>Required Experience:</p> <ul style="list-style-type: none"> • Minimum 03 years of total experience • The candidate should possess experience related to: <ul style="list-style-type: none"> ○ GIS analysis, mapping and modelling ○ Proficiency in ESRI ArcGIS & QGIS software (or related softwares) and GIS-related programming languages (e.g. Python, R) ○ Spatial databases and data management principles
3	RISK MANAGEMENT SPECIALIST
	<p>Qualification / Certifications:</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in any one of the following: <ul style="list-style-type: none"> (i) Electrical or Mechanical or Mechatronics or Energy Engineering or Engineering Sciences or any related discipline (at-least 16 years of HEC equivalent education) from an HEC-recognized institution (ii) Risk Management from an HEC-recognized institution • The candidates having relevant certification(s) such as SCR, ERP etc are encouraged to apply

	<p>Required Experience / Competence:</p> <ul style="list-style-type: none"> • Minimum 03 years of total experience • The candidate should possess: <ul style="list-style-type: none"> ○ In-depth knowledge and practical application of risk management principles, methodologies, and frameworks • Experience in conducting risk assessments, identifying and evaluating risks, and developing risk mitigation strategies
4	<p>FINANCIAL ANALYST</p>
	<p>Qualification / Certifications:</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in Accounting or Finance or Commerce, or related fields (16 years of HEC equivalent education) from an institution recognized by HEC. • The candidates having certification(s) in the relevant field are encouraged to apply
	<p>Required Experience / Skills:</p> <ul style="list-style-type: none"> • Minimum 03 years of total experience • The candidate should possess experience related to: <ul style="list-style-type: none"> ○ financial modelling, management principles, practices, and procedures ○ Advanced MS Excel skills ○ Ability to work independently and as part of a team
5	<p>DATA ANALYST</p>
	<p>Qualification / Certifications:</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in Computer Science or Data Science or Machine Learning or related fields (16 years of HEC equivalent education) from an institution recognized by HEC. • Intending candidates having relevant certification(s) are encouraged to apply
	<p>Required Experience:</p> <ul style="list-style-type: none"> • Minimum 03 years of total experience • The candidate should possess experience related to: <ul style="list-style-type: none"> ○ Interpreting and analysing data using statistical techniques ○ Demonstrated experience in handling large data sets and relational databases ○ Hands-on experience with tools and data models to aid in the visualization or monitoring of data ○ The candidates possessing hands on experience of relevant tools are encourages to apply
6	<p>7. R&D SPECIALIST</p>
	<p>Qualification / Certifications:</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in Electrical or Mechanical or Mechatronics or Energy or Environmental Engineering or Engineering Sciences or Energy Economics or in any related discipline (at-least 16 years of HEC equivalent education) from a HEC recognized institution. • The candidates having relevant certifications such as CRA, etc are encouraged to apply
	<p>Required Experience / Competence:</p> <ul style="list-style-type: none"> • Minimum 03 years of total experience • The candidate should possess: <ul style="list-style-type: none"> ○ Demonstrable expertise and in-depth knowledge of research methodologies, project management, and strategic planning. ○ Familiarity with international standards and best practices in the field of energy research and development

POLICY SPECIALIST

Qualification / Certifications:

- Bachelor's or Master's degree Energy Policy or Public Policy or Economics or Energy or Mechanical or Electrical or Mechatronics or Environment Engineering or Engineering Sciences or in related fields (16 years of HEC equivalent education) from HEC recognized institution.
- The candidates having certification(s) in the relevant field are encouraged to apply

Required Experience:

- Minimum 03 years of total experience
- The candidate should possess experience related to:
 - Policy analysis and development
 - Proficiency in policy assessment methods (qualitative & quantitative)

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Covering letter / application alongwith C.V, CNIC, one passport size recent photograph and experience/education certificates/testimonials should reach to the undersigned within 15 days of publication of this advertisement in the press. The individuals shall bear the expense associated with the selection process for the positions. Detailed Terms of Reference (ToR) / Job description are available at Power Division's website <https://power.gov.pk/>

The attention of interested candidates is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" July 2016 [revised November 2017, July 2018 & November 2020] ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

The Consultants / Specialists will be selected in accordance with the Individual Consultants selection method following open competitive market approach set out in the Procurement Regulations of the World Bank for IPF Borrower July 2016 Revised November 2017, July 2018 & November 2020

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Energy Modelling Specialist

TERMS OF REFERENCE

Key Role and Responsibilities:

The said Consultant shall:

- Develop, validate, document, conduct back-casting, and update forecasting & simulation models pertaining to electricity prices, quantities, resources, capital requirements, and energy demand/supply (bottom-up approach).
- Create models for tariff design & projections, perform sensitivity analyses, and provide decision support for policymakers.
- Undertake long-term, medium-term, and short-term resource assessments based on power system planning (Generation/Transmission & Distribution Expansion Plans).
- Utilize state-of-the-art tools and models for energy planning and designing various energy transition scenarios.
- Formulate incentive schemes for consumers and evaluate their impacts.
- Conduct critical analyses of modelling methodologies for dispatch optimization, simulation & forecasting and explore emerging tools & approaches.
- Development of internal / external processes / SOPs to standardize all the integrated energy planning functions of PIU.
- Keep track of applicable global modelling frameworks for development of energy transition scenarios and subsequent alignment of local frameworks / approaches / models
- Foster internal collaboration for sharing results and recommendations.
- Regularly review and update tools/models, considering the cyclic changes in underlying data.
- Gather and coordinate relevant statistical data and draft reports and documents.
- Prepare technical reports and presentations to communicate model(s) findings and recommendations to project teams and stakeholders.
- Organize tasks, set priorities, and maintain effective working relationships.

Qualification / Certifications:

- Bachelor's or Master's degree Mechanical / Electrical / Mechatronics / Energy / Electronics Engineering / Engineering Sciences / or related fields (16 years of HEC equivalent education) from HEC recognized institution.
- The candidates having certification(s) in the relevant field are encouraged to apply

Required Experience:

- Minimum 03 years of total experience
- The candidate should possess experience related to:
 - Generation planning and financial forecasting
 - Tariff design & modelling
 - Sensitivity analyses, scenario developments and decision support system
 - Energy planning & scenario designing

The candidates possessing hands-on experience of relevant tools including PLEXOS, SDDP, LEAP, etc are encouraged to apply.

Period of assignment:

- The duration of the assignment will be one year with the possibility of extension for an additional year
- **Remuneration:** *Remuneration of the position is negotiable based on the overall experience and qualification*

GIS Specialist

TERMS OF REFERENCE

Key Role and Responsibilities:

The said Consultant shall:

- Develop and maintain GIS datasets including GIS data and meta-data. Create and maintain web services, including map services, feature services, and geocoding services.
- Develop and maintain GIS documentation, including data dictionaries, metadata, and standard operating procedures.
- Design and develop GIS models and tools for:
 - Automated data processing and analysis tasks, ensuring that they are efficient, accurate, and reusable.
 - Support data visualization, spatial analysis, and decision-making.
 - Customized GIS applications using programming languages such as Python, R, or Java
- Conduct GIS data analysis and mapping to support applications of GIS pertinent to policy and planning initiatives including energy policy, socio-economics dynamics etc.
- Provide technical support to project team, including troubleshooting, data analysis, and data management.
- Stay up-to-date with the latest GIS trends, latest GIS software, new technologies & emerging trends and best practices
- Analyse GIS data and prepare technical reports and presentations to communicate GIS findings and recommendations to project teams and stakeholders.
- Develop standardized visualizations and maps to illustrate GIS data and analysis results and ensure that technical reports and presentations are accurate, clear, and concise.
- Provide training and capacity building to staff and stakeholders on GIS software, data management, and analysis techniques.
- Share knowledge and best practices with colleagues and stakeholders.

Qualification / Certifications:

- Bachelor's or Master's degree in Geo-informatics Engineering, Geography, Remote sensing & Geographical Information System, Data science, or related field (16 years of HEC equivalent education) from HEC recognized institution.

Required Experience:

- Minimum 03 years of total experience
- The candidate should possess experience related to:
 - GIS analysis, mapping and modelling
 - Proficiency in ESRI ArcGIS & QGIS software (or related softwares) and GIS-related programming languages (e.g. Python, R)
 - Spatial databases and data management principles

Period of assignment:

- The duration of the assignment will be one year with the possibility of extension for an additional year
- **Remuneration:** *Remuneration of the position is negotiable based on the overall experience and qualification*

Risk Management Specialist

TERMS OF REFERENCE

Key Role and Responsibilities:

The said Consultant shall:

- Conduct comprehensive research for the development of a strategic risk management framework for the power sector as envisaged under National Electricity Plan 2023-27 (NE-Plan). This framework will encompass, inter-alia, the scope, roles and responsibilities, risk governance, nomenclature, stakeholder interaction, methodologies, and approaches for horizon scanning, scenario development, and perspective-sharing, as well as monitoring and reporting.
- Identify different types of risks prevalent in the power sector and conduct research on globally adopted risk management frameworks, with a specific focus on the power sector. This research should include:
 - Analysis of various risk categories, such as market risks, operational risks, regulatory risks, technological risks, and environmental risks, among others.
 - Review and benchmarking of international best practices in risk identification, assessment, quantification, and management within the power sector.
 - Examination of risk management frameworks and methodologies adopted by leading global power sector organizations and countries.
- Work on the development of templates/concepts for the Strategic Risk Assessment Report (SRAR) as envisaged under National Electricity Plan 2023-27 (NE-Plan), which will be published periodically.
- Conduct research on global organizations/consultants that specialize in risk management within the power sector. Identify potential partners who can provide assistance to the ministry in developing the risk management framework and achieving the goals outlined within the scope of the National Electricity Plan. This research should focus on organizations with relevant expertise, proven track records, and a demonstrated ability to support the realization of strategic goals.
- Collaborate with internal teams, stakeholders, and subject matter experts to integrate risk management practices into the decision-making processes, project planning, and policy formulation within the power sector.
- Provide training and capacity-building initiatives to enhance risk management capabilities among relevant stakeholders, promoting a culture of risk awareness, ownership, and proactive risk management

Qualification / Certifications:

- Bachelor's or Master's degree in one of the following:
 - i) Electrical / Mechanical / Mechatronics / Energy Engineering / Engineering Sciences or any related discipline (at-least 16 years of HEC equivalent education) from an HEC-recognized institution
 - ii) Risk Management from an HEC-recognized institution
- The candidates having relevant certification(s) such as SCR, ERP etc are encouraged to apply

Required Experience:

- Minimum 03 years of total experience
- The candidate should possess:
 - In-depth knowledge and practical application of risk management principles, methodologies, and frameworks
 - Experience in conducting risk assessments, identifying and evaluating risks, and developing risk mitigation strategies

Period of assignment:

- The duration of the assignment will be one year with possibility of extension for an additional year
- **Remuneration:** *Remuneration of position is negotiable based on the overall experience and qualification*

Financial Analyst TERMS OF REFERENCE

Key Role and Responsibilities:

The said Consultant shall:

- Analyze financial data and develop financial models to facilitate decision-making processes.
- Contribute to the design and notification of Consumer End Tariff.
- Provide assistance in reviewing tariff-related motions and reconsideration requests.
- Address billing, recovery, and consumer end tariff issues by liaising with the Regulator and DISCOs/K-Electric.
- Prepare and present the Monthly Circular Debt Report.
- Support in the preparation and updating of the Circular Debt Management Plan (CDMP).
- Assist in the budgeting of Power Sector Subsidies and the implementation of subsidy reforms.
- Offer technical support and conduct impact analysis for reporting to stakeholders such as the Ministry, NEPRA, National Assembly/Senate, PITC, and other committees, for both routine and special assignments.
- Assist in regulatory affairs pertaining to fuel adjustments and quarterly adjustments.
- Develop financial reports and presentations.

Qualification / Certifications:

- Bachelor's or Master's degree in Accounting/ Finance/ Commerce, or related fields (16 years of HEC equivalent education) from an institution recognized by HEC.
- The candidates having certification(s) in the relevant field are encouraged to apply

Required Experience:

- Minimum 03 years of total experience
- The candidate should possess experience related to:
 - financial modelling, management principles, practices, and procedures
 - Advanced MS Excel skills
 - Ability to work independently and as part of a team

Period of assignment:

- The duration of the assignment will be one year with the possibility of extension for an additional year
- **Remuneration:** *Remuneration of position is negotiable based on the overall experience and qualification*

Annex-2

Data Analyst

TERMS OF REFERENCE

Key Role and Responsibilities:

The said Consultant shall:

- Perform advanced quantitative and statistical analysis of large datasets to identify trends, patterns and correlations that can be used to inform policy & strategic planning decisions
- Collect, clean, process and analyze data using statistical software such as R, Python, or SQL
- Create visualizations, dashboards and reports to communicate findings to stakeholders using Business intelligence tools
- Collaborate with other departments to understand their data needs and provide solutions
- Develop and maintain databases, data systems and analytics tools
- Conduct data quality checks and ensure data accuracy and consistency
- Communicate complex data analyses and findings to both technical and non-technical stakeholders.
- Stay up-to-date with industry trends and best practices in data analytics
- Develop data visualizations to communicate insights/findings to stakeholders
- Maintain and update databases and data systems
- Provide technical expertise on data storage structures, data mining, and data cleansing
- Perform ad-hoc analysis and present results and insights on the assigned task.

Qualification / Certifications:

- Bachelor's or Master's degree in Computer Science/ Data Science / Machine Learning or related fields (16 years of HEC equivalent education) from an institution recognized by HEC.
- Intending candidates having relevant certification(s) are encouraged to apply

Required Experience:

- Minimum 03 years of total experience
- The candidate should possess experience related to:
 - Interpreting and analysing data using statistical techniques
 - Demonstrated experience in handling large data sets and relational databases
 - Hands-on experience with tools and data models to aid in the visualization or monitoring of data
 - The candidates possessing hands on experience of relevant tools are encourages to apply

Period of assignment:

- The duration of the assignment will be one year with the possibility of extension for an additional year
- **Remuneration:** *Remuneration of the position is negotiable based on the overall experience and qualification*

R&D Specialist

TERMS OF REFERENCE

Key Role and Responsibilities:

The said Consultant shall:

- Carry out extensive research for the development of a comprehensive R&D framework as envisaged in the National Electricity Plan 2023-27 (NE-Plan) for the power sector, comprising the following areas/activities:
 - Identify priority and sub-research areas/benchmarking technologies.
 - An efficient funding mechanism for the R&D program, ensuring optimal allocation of resources.
 - Rigorous selection process for R&D projects, including the development of evaluation criteria and methodologies.
 - Robust monitoring and evaluation mechanisms to track the progress and impact of R&D projects.
- Conduct comprehensive research on R&D programs implemented globally within the energy sector in general and the power sector, in particular, identifying best practices and lessons learned.
- Explore and establish avenues for global cooperation with research institutions, academia, agencies, and multilateral/bilateral forums to promote knowledge exchange and collaboration.
- Identify opportunities for establishing dedicated Centres of Excellence in various institutions across the country, outlining the selection criteria for their establishment.
- Research and identify global organizations/consultants that can provide assistance to the ministry in developing a robust R&D framework and achieving the goals outlined within the scope of the National Electricity Plan
- Share knowledge and best practices with colleagues and stakeholders.

Qualification / Certifications:

- Bachelor's or Master's degree in Electrical / Mechanical / Mechatronics / Energy / Environmental Engineering / Engineering Sciences, Energy Economics or any related discipline (at-least 16 years of HEC equivalent education) from a HEC recognized institution.
- The candidates having relevant certifications such as CRA, etc are encouraged to apply

Required Experience:

- Minimum 03 years of total experience
- The candidate should possess:
 - Demonstrable expertise and in-depth knowledge of research methodologies, project management, and strategic planning.
 - Familiarity with international standards and best practices in the field of energy research and development

Period of assignment:

- The duration of the assignment will be one year with the possibility of extension for an additional year
- **Remuneration:** *Remuneration of the position is negotiable based on the overall experience and qualification*

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Policy Specialist TERMS OF REFERENCE

Key Role and Responsibilities:

The said Consultant shall:

- Provide support in designing / development & review of policy related matters and development of strategic plans / frameworks.
- Analyze applicable policy framework through qualitative and quantitative methods for further prospective development and recalibrations
- Develop / update frameworks / tools for gauging/assessment of policy objectives / directions / impacts through quantification matrix
- Formulation of processes, development of internal / external controls and alignment with endogenous and exogenous policy variables
- Explore and identify gap areas in energy sector requiring framework integration, process development, role setting and function development
- Coordinate with the government & non-governmental international & local organizations for informed development of policies, plans and associated frameworks
- Reflect policy integrity through identification of gaps, conflicts and proposing corrective & enabling instruments / directives
- Identify risks for debottlenecking and development of mitigation directives
- Keep track of global energy transition; associated policy and regulatory development / adjustments and recommend policy and regulatory design in local context
- Collaborate with global experts to design and develop pathways for sustainable and secure energy sector
- Liaison with cross-sectoral entities to optimize energy sector challenges in integrated approach
- Development of internal / external processes / SOPs to standardize all the policy functions of PIU.
- Prepare technical reports and presentations to communicate policy findings and recommendations to project teams and stakeholders.

Qualification / Certifications:

- Bachelor's or Master's degree Energy Policy / Public Policy / Economics / Energy / Mechanical / Electrical / Mechatronics / Environment Engineering / Engineering Sciences or related fields (16 years of HEC equivalent education) from HEC recognized institution.
- The candidates having certification(s) in the relevant field are encouraged to apply

Required Experience:

- Minimum 03 years of total experience
- The candidate should possess experience related to:
 - Policy analysis and development
 - Proficiency in policy assessment methods (qualitative & quantitative)

Period of assignment:

- The duration of the assignment will be one year with the possibility of extension for an additional year
- **Remuneration:** *Remuneration of the position is negotiable based on the overall experience and qualification*