

ENERGY INFRASTRUCTURE DEVELOPMENT AND MANAGEMENT COMPANY (EIDMC)

EMPLOYMENT OPPORTUNITY

Energy Infrastructure Development and Management Company (EIDMC) is a public sector entity established recently to undertake the execution and management of sustainable energy infrastructure projects across Pakistan. The Company is presently focused on modernizing and strengthening the national power network through innovative solutions, timely execution of projects, and adoption of efficient management practices.

EIDMC is actively looking for the services of a qualified professionals, who have an understanding of the power sector as well as relevant expertise for the Positions: -

TO LEAD, TRANSFORM AND DEVELOP THE COMPANY INTO A FINANCIALLY SUSTAINABLE AND OPERATIONALLY VIABLE ENTITY

Position Title: Chief Executive Officer (CEO)

Reports To: Board of Directors

Location: Islamabad, Pakistan

KEY RESPONSIBILITIES: -

The Chief Executive Officer (CEO) is the principal executive leader of the Company, mandated to drive its strategic vision, operational excellence, and financial sustainability in alignment with the Government of Pakistan's energy sector policies, the directives of the Power Division and EIDMC Board. The CEO is accountable to the Board of Directors for corporate governance, stakeholder engagement, and organizational performance, ensuring that the Company emerges as a professionally managed, performance-driven, and customer-focused State-Owned Enterprise (SOE) of international repute.

1. Strategic Leadership & Policy Alignment

- Formulate and implement long-term business strategy, corporate plans, and policies approved by the Board of EIDMC, Power Division and the Government of Pakistan.
- Align company objectives with national energy sector priorities, ensuring contribution to transmission infrastructure development and power sector reforms.
- Drive organizational transformation through innovation, technology adoption, and sustainable practices.

2. Corporate Governance & Compliance

- Ensure full compliance with the Companies Act, 2017, the State-Owned Enterprises Act, 2023, SECP's Code of Corporate Governance, and other applicable laws and regulatory frameworks.
- Promote transparency, accountability, and adherence to best governance practices across the Company.

3. Operational & Project Management

- Oversee the planning, development, execution, and management of energy infrastructure and transmission projects.
- Ensure efficient operations through robust systems for HR, finance, procurement, safety, and compliance.
- Establish performance benchmarks and ensure achievement of Key Performance Indicators (KPIs) approved by the Board.

4. Financial Stewardship

- Maintain fiscal discipline, optimize utilization of resources, and ensure long-term financial sustainability of the Company.
- Approve budgets, business plans, and investment strategies aligned with strategic objectives.
- Strengthen internal controls, risk management, and financial accountability mechanisms.

5. Human Capital & Organizational Development

- Build and lead a high-performing senior management team (COO, CFO, CHRO, etc.).
- Establish a merit-based, transparent HR culture with emphasis on accountability, innovation, and capacity development.
- Foster a culture of integrity, inclusivity, and performance excellence.

6. Stakeholder Engagement & External Relations

- Build strong partnerships with Government of Pakistan, Provincial governments, regulators, development partners, investors, Donors and industry players.
- Represent the Company in high-level negotiations, forums, and international engagements.
- Enhance the Company's image as a credible, professional, and customer-centric organization.

7. Risk Management & Sustainability

- Identify, assess, and mitigate strategic, operational, financial, environmental, and social risks.
- Drive compliance with environmental, social, and corporate responsibility standards.
- Ensure business continuity and long-term resilience of the Company.

8. Special Assignments

- Undertake any additional tasks or responsibilities as directed by the Board of Directors.

CORE COMPETENCIES: -

- **Strategic Vision:** Ability to align corporate strategy with national energy goals.
- **Leadership Excellence:** Strong leadership, decision-making, and change management skills.
- **Stakeholder Diplomacy:** Exceptional negotiation, communication, and relationship-building capabilities.
- **Financial Acumen:** Deep understanding of financial planning, risk management, and resource optimization.
- **Innovation & Transformation:** Ability to drive modernization, technology adoption, and process reforms.
- **Integrity & Governance:** Uncompromising commitment to transparency, ethics, and regulatory compliance.

QUALIFICATIONS, EXPERIENCE & AGE: -

- A Professional Engineer (PE) registered with the Pakistan Engineering Council (PEC) possessing a Bachelor's degree in Engineering. Candidates holding a Master's degree in Engineering, Business Administration, Law, Finance, Management, or a related field will be given preference. (Note: Professionals working abroad who are not currently registered as Professional Engineers (PE) with the Pakistan Engineering Council (PEC) are eligible to apply. However, if selected, they must obtain and submit valid PEC registration as a PE within the stipulated joining period to confirm their eligibility.)
- Minimum **15 years** of progressive professional/ post qualification experience, with at least **10 years** in power, transmission, energy, or large-scale infrastructure sectors.
- Proven track record of managing large, complex organizations or projects, preferably in regulated industries.
- Demonstrated expertise in corporate governance, financial management, stakeholder engagement, and human capital development.
- Maximum age is **Fifty-Five (55) Years** as on closing date.

TO STEER, STRENGTHEN AND OPTIMIZE THE COMPANY'S FINANCIAL MANAGEMENT TOWARDS SUSTAINABLE GROWTH AND PROFITABILITY

Position Title: Chief Financial Officer (CFO)

Reports To: Chief Executive Officer (CEO) and Board Audit & Finance Committee

Location: Islamabad, Pakistan

KEY RESPONSIBILITIES: -

The Chief Financial Officer (CFO) is the financial steward of the Company, responsible for strategic financial leadership, corporate planning, and robust financial governance. The CFO ensures fiscal discipline, transparency, and compliance with statutory frameworks while enabling sustainable growth and supporting the Company's long-term infrastructure development objectives. Reporting to the CEO and working closely with the Board Audit & Finance Committee, the CFO plays a pivotal role in corporate strategy, capital management, and stakeholder confidence.

1. Financial Strategy & Planning

- Formulate and implement sound financial strategies, policies, and investment frameworks aligned with corporate objectives and national energy sector priorities.
- Lead corporate planning, budgeting, and forecasting to support business growth, capital development, and transmission infrastructure projects.
- Provide strategic financial advice to the CEO and the EIDMC Board on funding, tariffs, and long-term sustainability.

2. Financial Control & Reporting

- Ensure timely and accurate preparation of financial statements in line with IFRS and applicable statutory requirements.
- Maintain proper books of accounts and ensure quarterly and annual reporting as per SECP and SOE regulatory standards.
- Provide clear, transparent financial reports and analysis to the Board, regulators, lenders, and stakeholders.

3. Treasury, Funds & Capital Management

- Oversee treasury operations, cash flow, banking relationships, and capital structure.
- Ensure efficient allocation and utilization of funds for ongoing and planned projects.

- Lead debt management, fundraising, and engagement with multilateral and bilateral financial institutions.

4. Compliance & Governance

- Ensure strict compliance with Companies Act, 2017; SOEs Act, 2023; SECP regulations; NEPRA tariff requirements; FBR taxation laws; Financial matters and other statutory obligations.
- Support the Audit & Finance Committee of the Board in ensuring financial oversight and good governance.
- Uphold the highest standards of financial transparency and accountability in all operations.

5. Risk Management & Internal Controls

- Establish and monitor a robust financial risk management framework covering liquidity, project financing, and operational risks.
- Strengthen internal controls, audit mechanisms, and financial information systems (ERP/MIS).
- Identify financial gaps and ensure timely corrective measures to mitigate risks.

6. Operational & Sectorial Engagement

- Lead coordination with NEPRA on tariff determination and regulatory compliance.
- Monitor CapEx and OpEx performance across departments to ensure cost efficiency and operational alignment with strategic objectives.
- Drive efficiency improvements through automation, digitalization, and modern financial practices.

7. Leadership & Capacity Development

- Lead and mentor finance and accounts teams to build institutional financial capacity.
- Foster a culture of performance, accountability, and integrity within the finance function.
- Ensure succession planning and continuous professional development of staff.

CORE COMPETENCIES: -

- **Financial Acumen:** Deep understanding of financial modeling, planning, and control.
- **Strategic Leadership:** Ability to align financial strategy with corporate and policy objectives.
- **Governance & Compliance:** Strong orientation towards statutory compliance and transparency.
- **Risk Management:** Expertise in financial risk identification, mitigation, and controls.
- **People Leadership:** Capacity to lead, mentor, and inspire teams.
- **Stakeholder Engagement:** Effective in building relationships with regulators, lenders, and development partners.
- **Integrity & Ethics:** Commitment to accountability, transparency, and corporate governance.

QUALIFICATIONS, EXPERIENCE & AGE: -

- Master Degree or equivalent in Finance or relevant field (CA / ACCA / ACMA / CFA, etc.), recognized by HEC as Master Degree.
- At least **15 years of professional experience (Post Qualification)**, with a minimum of **5 Years** in senior finance leadership roles within utilities, energy, transmission, or infrastructure sectors.
- Proven expertise in corporate financial management, large-scale infrastructure project financing, and regulatory engagement.
- Strong knowledge of IFRS, SECP rules, SOEs Act, NEPRA tariff frameworks, and international financing practices.
- Maximum age should not be more than **Fifty-Five (55)** as on closing date.

TO ENSURE CORPORATE GOVERNANCE, REGULATORY COMPLIANCE AND EFFECTIVE BOARD MANAGEMENT FOR TRANSPARENT AND EFFICIENT CORPORATE FUNCTIONING

Position Title: Company Secretary

Reports To: Board of Directors (BOD) EIDMC

Location: Islamabad, Pakistan

KEY RESPONSIBILITIES: -

The Company Secretary is the custodian of corporate governance and the primary liaison between the Board of Directors, its Committees, the Chairman, and the Chief Executive Officer. The role ensures the integrity of the Company's governance framework, compliance with statutory and regulatory requirements, and effective facilitation of Board processes, fulfilling all secretarial functions and arranging meetings of the board and its committees. The company secretary is directly reporting to the BoD EIDMC. The Company Secretary also acts as an advisor to the Board on governance matters, ensuring that the Company operates in line with the Companies Act, 2017, the State-Owned Enterprises (Governance and Operations) Act, 2023, and other applicable corporate laws and regulations.

1. Board & Committee Governance

- Organize, prepare, and distribute agendas, working papers, and notices for meetings of the Board of Directors and its Committees.
- Record, draft, and circulate accurate minutes of meetings, ensuring timely follow-up on decisions and implementation of Board directives.
- Advise the Chairman and Board members on governance best practices and compliance obligations.
- Directly reporting to the chairman of the Board.

2. Corporate Records & Statutory Compliance

- Maintain statutory registers, corporate records, and ensure timely filing of returns and disclosures with the Securities & Exchange Commission of Pakistan (SECP).
- Ensure compliance with all provisions of the Companies Act, 2017, SOEs Act, 2023, and other applicable regulatory frameworks.
- Monitor and update the Board and management on changes in corporate laws, codes, and governance standards.

3. Advisory & Liaison Role

- Serve as a trusted advisor to the Board, Chairman, and CEO on governance, ethics, and compliance matters.
- Liaise with internal and external auditors, regulators, and legal counsel to ensure full statutory and regulatory compliance.
- Maintain updated records of Directors, their disclosures, and submission of required statutory forms and returns.

4. Corporate Governance & Policy Implementation

- Communicate and facilitate implementation of decisions and policies approved by the Board.
- Support the Board in evaluating governance performance and strengthening oversight mechanisms.
- Ensure the Company upholds the highest standards of governance, transparency, and accountability in line with global best practices.

5. Capacity Building & Orientation

- Organize orientation sessions and training programs for Board members on corporate governance, regulatory developments, and emerging trends.
- Facilitate continuous improvement of the Board's effectiveness and corporate culture.

6. Regulatory & External Affairs

- Handle correspondence with regulatory bodies such as SECP, NEPRA, and other statutory authorities.
- Supervise matters relating to the Wafaqi Mohtasib (Federal Ombudsman) and other oversight bodies.
- Ensure compliance with disclosure, reporting, and corporate governance obligations required for SOEs.

7. Other Duties

- Perform all statutory duties of a Company Secretary under the Companies Act, 2017 and other applicable laws.
- Undertake additional tasks or responsibilities as directed by the Chairman or the Board of Directors.

CORE COMPETENCIES:-

- **Governance Expertise:** Strong understanding of corporate laws, SOEs Act, SECP regulations, and governance codes.
- **Board Management Skills:** Ability to manage Board dynamics, agendas, and decision implementation effectively.
- **Regulatory Compliance:** Deep knowledge of compliance, disclosures, and reporting frameworks.
- **Stakeholder Management:** Effective liaison with regulators, auditors, legal advisors, and government institutions.
- **Communication Excellence:** Strong drafting, advisory, and presentation skills with Board-level confidence.
- **Integrity & Ethics:** Commitment to transparency, accountability, and governance best practices.

QUALIFICATIONS, EXPERIENCE & AGE:-

- Qualified **Company Secretary / Corporate Governance Professional** with a Master degree in Law, Management, Finance, or related field.
- Professional certification such as **ACIS/FCIS** (Institute of Corporate Secretaries), ICAP/ICMAP.
- At least **15 years of professional/Post qualification experience**, including 5 years in a senior secretarial/governance role within SOEs, utilities, energy, or infrastructure sectors.
- Proven track record in corporate governance, board management, statutory compliance, and stakeholder engagement.
- Maximum age should not be more than **Fifty-Five (55)** years as on closing date.

OTHER TERMS & CONDITIONS: -

a. REMUNERATION & TENURE: -

- Market based competitive Salary Package on lump sum basis.
- The above positions will be filled on contract basis, initially for a period of three (3) years from the date of appointment with six (06) months as probation period. The contract is further extendable by the Board subject to satisfactory performance on the basis of performance appraisal/achievement of KPIs.
- The contract service shall neither be regularized nor pensionable at any stage in future under the Government Rules.

b. HOW TO APPLY:

Applications will be submitted online through Power Division website (www.power.gov.pk). The prescribed application forms (which can be downloaded from the website) duly signed by the candidate alongwith following documents shall be dispatched through courier at the below mentioned address: -

- a. Copy of detailed updated CV.
- b. Copies of Degrees, Educational Certificates & Testimonials issued by HEC recognized University / Institutes / Professional Bodies or Association whichever is relevant alongwith Experience Certificates and Reference Letters issued by the concerned Organization. All documents provided shall be duly verified by EIDMC.
- c. Copy of CNIC and recent photograph.
- d. The applicants shall be required to submit a declaration on non-judicial stamp-paper of requisite value as per prescribed format available in Schedule-II of CMU Guidelines that he / she is not ineligible for appointment to the relevant positions in accordance with the requirements of fitness and propriety and the relevant provisions of the Schedule-IV of the State-Owned Enterprises Act, 2023 and Companies Act, 2017.

c. OTHER CONDITIONS: -

- The applications must reach within Fifteen (15) days from the date of publishing of advertisement.
- The application is to be complete in all respects. EIDMC may require further documentation and / or information from the candidate in due course.
- The candidates already working in Govt. / Semi Govt. / Autonomous Public Organizations can also apply through proper channel alongwith NOC of their department issued on its Letter Head.
- Candidates shall be required to produce all original documents at the time of interview.
- EIDMC reserves the right to withhold / cancel the entire recruitment process at any stage without assigning any reason.
- Only short-listed candidates will be invited for interviews/selection process.
- No TA/DA will be admissible for interview/selection process.

This advertisement is also available at Power Division website: (www.power.gov.pk).

Chief HR & Admin, EIDMC

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