



Hazara Electric Supply Company (HAZECO), a newly established Public Sector Utility Company under Ministry of Energy (Power Division) deals with distribution of electricity business and operates in 8 Districts of Khyber Pakhtunkhwa with a work force of more than 4440 employees. The HAZECO Board of Directors looks for the following C-level Positions who shall have expertise to turn around the company and be responsible to manage the affairs of the company.

The ideal candidates shall be an exceptional and dynamic professionals, with demonstrated capacity and potential to lead a public sector company in a challenging environment. Candidate must possess strong leadership, team building, change management and inter-personal communication skills and be proactive, fully conversant with the corporate environment, result-oriented with known integrity and proven track-record of credibility.

### Responsibility and Skills:

- The candidates shall report to the CEO/Board of Directors.
- The candidate must possess the ability to nurture an environment of opportunity for optimum creativeness, sense of responsibility and accomplishment and must demonstrate expertise to adopt national and international good practices required for turning around the company;
- The candidate must be thoroughly familiar and have required skills to deal with the economic, business, social, cultural, legislative, political and regulatory environment in which the company is required to operate;
- The candidate must have deep understanding and required skills to ensure community relationship essential for the utility's growth.
- The candidate must have strong communication and interpersonal skills.
- The candidate must be well familiar with the industry environment possessing sharp business acumen / skills and the best managerial practices related to national and international power utilities.

Sr. No.	Name of Post	No. of Posts	Qualification & Experience / Eligibility Criteria
1	<b>Chief Financial Official</b>	1	<ul style="list-style-type: none"> <li>• 16-year Degree in relevant subject(s) (such as MBA (Finance), ACA, ACCA, ACMA or CFA) from HEC-recognized local/foreign university</li> <li>• Post Qualification relevant experience minimum of 15 years</li> <li>• Membership of a recognized body of professional accountants/financial experts;</li> <li>• Broad knowledge and experience of finance, investments and treasury operations, etc.</li> <li>• Excellent verbal and written communication skills.</li> <li>• Upper age limit is 50 years.</li> </ul>
2	<b>Chief Commercial Advisor</b>	1	<ul style="list-style-type: none"> <li>• 16-year Degree in finance, business administration, or related field from a local/foreign university recognized by the Higher Education Commission</li> <li>• Post Qualification relevant experience minimum of 15 years</li> <li>• Proven experience in sales and client relationship management</li> <li>• Strong experience in market research and analysis</li> <li>• Excellent verbal and written communication skills.</li> <li>• Upper age limit is 50 years.</li> </ul>
3	<b>Chief Human Resource and Career Planning Officer</b>	1	<ul style="list-style-type: none"> <li>• 16-year Degree (MBA / MS) preferably in Human Resources or a related field from a local/foreign university recognized by HEC</li> <li>• Post Qualification relevant experience minimum of 15 years</li> <li>• Certifications/courses in HR from institutions of high repute (national/international) will be a strong plus</li> <li>• Excellent verbal and written communication skills.</li> <li>• Upper age limit is 50 years.</li> </ul>
4	<b>Chief Information Technology Officer</b>	1	<ul style="list-style-type: none"> <li>• 16-year degree in information systems, computer science, engineering or related field from HEC-recognized local/foreign university</li> <li>• Post Qualification relevant experience minimum of 15 years</li> <li>• Broad knowledge of information systems including software, languages, frameworks, techniques, and industry trends,</li> <li>• Experience in leading complex, major changes and initiatives, demonstrated skills in change management on an organizational and inter-personal level; experience with integrating teams across multiple business units and managing a geographically dispersed and diverse workforce</li> <li>• Experience in designing and effective information governance framework across the spectrum of IT service delivery</li> <li>• Excellent verbal and written communication skills.</li> <li>• Upper age limit is 50 years.</li> </ul>
5	<b>Chief Internal Auditor</b>	1	<ul style="list-style-type: none"> <li>• Membership of a recognized body of professional accountants or certified internal auditor or certified fraud examiner or certified internal control officer or 16-year degree in finance from a local/foreign university recognized by the Higher Education Commission;</li> <li>• At least 10 years of relevant audit experience.</li> <li>• Thorough understanding of GAAP and international audit standards for the power sector at national and international level.</li> <li>• Strong working knowledge of data analysis software(s).</li> <li>• Excellent verbal and written communication skills.</li> <li>• Upper age limit is 50 years.</li> </ul>

6	<b>Chief Legal Officer</b>	1	<ul style="list-style-type: none"> <li>• 16-year degree: LL.B. / LL.M. / Barrister at Law</li> <li>• Post Qualification relevant experience minimum of 15 years</li> <li>• Licensed advocate of the High Court</li> <li>• Strong background in corporate, commercial law, and contract negotiations preferably related to the power sector at national and international level.</li> <li>• Exposure of work with Government and Regulatory Authorities.</li> <li>• Excellent verbal and written communication skills.</li> <li>• Upper age limit is 50 years.</li> </ul>
7	<b>Chief Supply Chain Management Officer</b>	1	<ul style="list-style-type: none"> <li>• 16-year Degree (MBA / MS) in Supply Chain/Operations Research or in a related field from a local/foreign university recognized by HEC</li> <li>• Certifications/courses on supply chain management from institutions of high repute (national/international) will be a strong plus</li> <li>• Post Qualification relevant experience minimum of 15 years</li> <li>• Excellent verbal and written communication skills.</li> <li>• Broad knowledge and experience of supply chain and procurement practice and related tools preferably related to the power sector</li> <li>• Upper age limit is 50 years.</li> </ul>
8	<b>Chief Technical /Engineering Advisor</b>	1	<ul style="list-style-type: none"> <li>• 16-year Degree in electrical engineering or a related field from a local/foreign university recognized by the Higher Education Commission</li> <li>• Post Qualification relevant experience minimum of 15 years</li> <li>• Excellent verbal and written communication skills.</li> <li>• Upper age limit is 50 years.</li> </ul>
9	<b>Company Secretary</b>	1	<ul style="list-style-type: none"> <li>• Member of recognized body of professional accountants; or</li> <li>• Member of recognised body of corporate chartered secretaries; or</li> <li>• Person holding a 16 years degree in Business Administration or Commerce or Law Graduate from a university recognised by HEC with at least five (10) years of relevant experience in Government Department / Semi-Government Organizations / Corporation / Autonomous bodies or large Commercial Organisations or large Public Limited Companies of repute.</li> <li>• Excellent verbal and written communication skills.</li> </ul>

**REMUNERATION & TENURE:**

- HAZECO offer market competitive salary commensurate with qualification and experience of candidate.
- The contract will be awarded initially for a period of two (02) years with annual performance evaluation to be undertaken by the Board of Directors HAZECO.

**OTHER CONDITIONS:**

- The candidates must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.
- The prospective candidate must be a Pakistani Citizens.
- In case of any false / forged information provided in the application, HAZECO reserves the right to disqualify a candidate at any stage, and the costs incurred will be recovered from the applicant.
- HAZECO possesses the right to abandon the hiring process at any stage and to increase or decrease the number of vacancies.
- Applicant with foreign academic qualification must furnish HEC Equivalence certificate.
- Candidate should apply only if he/she fulfil the eligibility criteria.

**Instructions:**

- Hand-written application, through registered post / courier must be forwarded to the Company Secretary HAZECO with mention of post applied for on the address "PPMC, 2<sup>nd</sup> floor, Evacuee Trust Complex, Islamabad" within 15 days of publication of this Notice along with following documents:
  - Copies of degrees / testimonials duly verified by the HEC or professional body or association, whichever is relevant.
  - Detailed CV, 2 passport size latest photographs.
  - Attested copies of CNIC and experience documents, two works & two personal references.
  - A declaration on non-judicial stamp paper duly attested by an Oath commission affirming, inter alia, that he/she is not ineligible for post of (name of post applied) in accordance with the provisions of the relevant law, rules, regulations etc. including but not limited to the Companies Act, 2017, State-Owned Enterprises (Governance and Operations) Act, 2023.
- The candidates already in service should apply through proper channel and on selection, they will have to resign from their current job as per C-level Position Policy.
- Applications, incomplete in any respect or received after due date will not be entertained, and no claim whatsoever thereof will be acceptable.
- Only Short-listed candidates will be called for interview, for which no TA/DA shall be allowed.
- HAZECO reserves the right to withhold / cancel the whole recruitment process at any stage without assigning any reason.
- The candidates applying from abroad may apply through an email on the given email address.

**Saif Ullah Khan,**  
**Company Secretary\_HAZECO**  
**Address: PPMC, 2<sup>nd</sup> floor, Evacuee Trust Complex, Islamabad**  
**Contact No. 051-9211301**  
**Email: saifpepc@yahoo.com**