

ADVERTISEMENT

Applications are invited for filling the following post in the project titled "**CPEC Support Project**" (PSDP-Funded), Ministry of Railways, Government of Pakistan, purely on contract basis under Project Pay Scales (PPS), to be placed at PIU/ML-1 Office, Lahore with condition of posting anywhere in Pakistan at the discretion of the employer.

| Sr. # | Description of Post | No. of Posts | Qualification | Eligibility / Experience | Age Limit |
|-------|---|--------------|--|---|--|
| 01 | Project Planning, Monitoring and Evaluation Professional PPS-10 Place of Posting: PIU/ML-1 Office, Lahore or anywhere in Pakistan | 01 | Master's degree (16-18 years of education) in: • Project Management • Civil Engineering / Transportation Engineering All degrees must be recognized by HEC. PMP/Prince2 certification will be given additional weightage. | For PPS-10: Minimum 08 years of relevant experience Experience in following: • Project planning, M&E, PSDP projects • Infrastructure / railway / CPEC projects • Development sector in public/private org. Knowledge of MS Project / Primavera / M&E tools is preferred. Experience in railway sector shall carry additional weightage. | Maximum 55 years (relaxable in exceptional cases for highly experienced candidate) |

TERMS AND CONDITIONS:

- The post is purely on contract basis for a period of two (02) years or till the completion of the project, whichever is earlier. The contract will be extendable on yearly basis on satisfactory performance up to maximum completion of the project.
- Remuneration shall be as per Project Pay Scale (PPS-10) notified by Finance Division O.M. No. F. No. 4(9)R-14/2024 dated 5th March 2026, or as amended/revise from time to time shall be followed. Salary will be fixed based on qualifications and experience of the selected candidate within the applicable PPS range.
- The selected candidate shall be posted at PIU/ML-1 Office, Lahore. However, the candidate can be posted anywhere in Pakistan as per the requirement of the administration, at the discretion of the employer.
- Detailed Terms of References (TORs) including pay package etc. are available on Pakistan Railways websites: www.railways.gov.pk and www.pakrail.gov.pk.
- Interested candidates meeting the criteria may submit applications to the address given below within 15 days from the date of publication of this advertisement along with CV/Resume, attested copies of all educational/experience certificates, recent photograph, and CNIC.
- Government employees (Federal/Provincial) must route their applications through parent department/ proper channel and attach a Departmental NOC. Selected government servants will be allowed to join on deputation/contract basis as per applicable policy.
- In case of submission of any forged/false documents, the candidate shall be liable to prosecution and immediate termination.
- Only shortlisted candidates will be called for written test/interview. The employer reserves the right to modify the selection procedure.
- The Ministry/Division reserves the right to cancel the recruitment process, or not fill any position without assigning any reason.
- Incomplete applications and applications received after the due date shall not be entertained.
- No TA/DA will be admissible for test/interview.

- The selected candidate shall abide by the Civil Servants Act, 1973, Rules made thereunder, and instructions issued by the Government of Pakistan from time to time, insofar as they are applicable to project employees.
- Project staff can resign after serving for at least one year, However he/ she can resign from the position by depositing three months his/ her advance salary before completion of one year.
- He / She submit the surety bond to serve the post at least for one year.
- Though after completion of one year, he/she can leave the project after approval of competent authority with one month advance notice or submission of one month salary.
- However, in case of poor performance he/she can be terminated at any time with one month advance notice.

Applications may be submitted to:

Project Director

Project Implementation Unit

Main Line-1 (ML-1), Pakistan Railways

China Pakistan Economic Corridor Support Project (CPECSP)

Government of Pakistan

Lahore

Address: 3 Mayo Gardens, Sunderdas Road Lahore, Punjab Pakistan

Contact: +92-42-99202372, E-mail: pdpiu@pakrail.gov.pk

TERMS OF REFERENCE (TORs)

Project Planning, Monitoring and Evaluation Professional PPS-10

1. JOB DETAILS

| | |
|-------------------------------|--|
| Position Title: | Project Planning, Monitoring and Evaluation Professional |
| Project: | CPEC Support Project (PSDP-Funded) |
| Place of Posting: | PIU/ML-1 Office, Lahore (Postable anywhere in Pakistan at employer's discretion) |
| Pay Scale: | PPS-10 (as per Finance Division OM No. F.4(9)R-14/2024 dated 05-03-2026 and subsequent revisions) |
| Nature of Appointment: | Contract basis, initially for 02 years, extendable on yearly basis on satisfactory performance till project completion |
| Reporting Authority: | Project Director, PIU/ML-1 |
| Number of Posts: | 01 (One) |

2. BACKGROUND

The Main Line-1 (ML-1) Upgradation Project is a mega infrastructure project under the China-Pakistan Economic Corridor (CPEC), involving the dualisation and upgradation of 1,733 km of railway track from Karachi to Peshawar. The first section, i.e., Karachi-Rohri, is being initiated as Phase-I. The CPEC Support Project, approved by the Planning Commission of Pakistan, has been established to provide institutional support for the effective planning, implementation, monitoring and evaluation of the ML-1 project. The Project Implementation Unit (PIU) at Lahore is responsible for coordinating and supervising the project activities along the entire corridor.

3. OBJECTIVES OF THE POST

The Project Planning, Monitoring and Evaluation Professional will be primarily responsible for establishing and operationalizing a robust project planning framework, result-based monitoring system, and evaluation mechanism to ensure the ML-1 project is implemented in conformity with the approved PC-I, timelines, financial allocations, and CPEC objectives.

4. SCOPE OF WORK / KEY RESPONSIBILITIES

4.1 Project Planning:

- Prepare and maintain a comprehensive Project Master Plan, Detailed Project Schedule (DPS), and Work Breakdown Structure (WBS) using MS Project / Primavera or equivalent tools.
- Develop milestone-based work plans for different sections/packages of ML-1 (Section-I: Karachi-Rohri being the immediate priority) aligned with the approved PC-I.
- Coordinate with engineering, finance, procurement, and relevant departments to ensure integrated project planning.
- Prepare quarterly and annual work programmes and link them with PSDP budget allocations.
- Identify and assess project risks, prepare risk register, and develop mitigation plans.

4.2 Monitoring and Evaluation:

- Design and operationalize a Results-Based Monitoring and Evaluation (RBME) framework for the ML-1/CPEC Support Project, including Key Performance Indicators (KPIs), baselines, and targets.

- Develop and maintain a Project Management Information System (PMIS) for tracking progress against approved indicators and targets.
- Conduct regular field monitoring visits to project sites to verify physical and financial progress and identify implementation bottlenecks.
- Prepare monthly, quarterly, and annual progress reports for submission to Ministry of Railways, Planning Commission (PMD Wing), and other relevant stakeholders.
- Coordinate with the Planning Commission's Project Monitoring and Evaluation (PM&E) wing and submit mandatory returns/reports as required under PSDP SOPs.
- Undertake midterm and completion evaluations in coordination with the Project Director and external evaluators, as required.

4.3 Reporting and Coordination:

- Prepare PC-IV and PC-V reports (Monthly Progress Reports and Completion Reports) as per Planning Commission formats and prescribed timelines.
- Liaise with Ministry of Railways (Planning Wing), Ministry of Planning Development & Special Initiatives (MoPD&SI), Finance Division, and other line agencies on project-related planning matters.
- Attend and provide technical input in CDWP/PDWP/DDWP meetings, steering committee meetings, and review meetings as directed.
- Coordinate with the contractor(s)/partner agencies for joint monitoring of construction progress and quality benchmarks.
- Support the preparation and review of PC-I revisions, if required, in consultation with the Project Director.

4.4 Other Duties:

- Organize project tasks, structures information collection activities, and sets time lines for completion of required tasks.
- Develop reports on analysis conducted, provide recommendations and makes formal/informal presentations to communicate results to various management levels.
- Prepare, monitor and evaluate project plans to ensure deliverables timely and successful completion of project.
- Assess and assist in assessing workforce and resources at different levels and activities required for effective & efficient project implementation.
- Review project plans, identify bottlenecks, hurdles and speed breakers and mitigate and assist managers to mitigate such bottleneck.
- Identify and develop project performance and reports and assist managers for project reporting.
- Any other responsibility assigned by the Project Director.

5. QUALIFICATIONS AND EXPERIENCE

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|------------------------------|--|
| Minimum Education: | Master's Degree (16-18 years of education minimum) in Project Management, Civil Engineering, or Transportation Engineering from an HEC-recognized University. PMP / PRINCE2 / MSP certification will carry additional weightage. |
| For PPS-11: | Minimum 12 years of post-qualification relevant experience in project planning, monitoring & evaluation, or development sector project management in public or private sector organizations. |
| For PPS-10: | Minimum 08 years of post-qualification relevant experience in project planning, monitoring & evaluation, or development sector project management in public or private sector organizations. |
| Preferred Experience: | Experience in infrastructure / railway /PSDP-funded projects. Experience in railway sector will carry additional weightage. |

| | |
|--------------------------|--|
| Technical Skills: | Proficiency in MS Project, Primavera P6, or equivalent project management software. Strong command of MS Office (Excel, Word, PowerPoint). Knowledge of M&E frameworks (LogFrame, RBME) is required. |
| Language Skills: | Fluency in English and Urdu. Clear and concise written and verbal communication. |
| Age Limit: | Maximum 55 years at the closing date of advertisement (relaxable in exceptional cases for highly experienced candidate) |

6. CORE COMPETENCIES

- Analytical Thinking: Ability to analyze complex project data, identify trends, and provide actionable insights to management.
- Results Orientation: Strong focus on achieving measurable outcomes within defined timelines and resources.
- Teamwork and Collaboration: Ability to work effectively in a multi-disciplinary team environment and coordinate across departments and agencies.
- Communication: Ability to present complex information clearly and concisely to diverse audiences, including senior officials.
- Problem Solving: Proactive in identifying implementation challenges and proposing practical solutions.
- Integrity and Accountability: High ethical standards and accountability for assigned responsibilities.

7. TERMS AND CONDITIONS OF APPOINTMENT

- The appointment shall be made on a purely contractual basis for an initial period of two (02) years (or up to the Project completion whichever is earlier), extendable on yearly basis subject to satisfactory performance, up to a maximum period coinciding with the completion of the project or as per project PC-I provisions.
- Remuneration shall be as per Project Pay Scales (PPS-10) notified by Finance Division from time to time. The salary shall be fixed within the applicable PPS range based on the qualifications and experience of the selected candidate.
- The incumbent shall be subject to the Code of Conduct, Rules, and Instructions issued by the Government of Pakistan under the Civil Servants Act, 1973, and Establishment Division instructions, insofar as applicable to contract project employees.
- The appointment may be terminated on one (01) month's notice on either side, or payment of one month's basic pay in lieu of notice. In case of misconduct, embezzlement, or breach of discipline, the contract may be terminated without notice.
- Government servants selected for this post shall be allowed to join on deputation/contract basis as per Finance Division OM No. F. 4(9)R-14/2024 dated 05-03-2026 (or as amended) and Establishment Division policies.
- The incumbent shall maintain strict confidentiality of all project-related information.
- Leave entitlement shall be as applicable to project employees under Government of Pakistan rules.
- Performance shall be evaluated annually based on defined KPIs, and a partial amount (10%-20% of pay) may be linked with performance-based evaluation as per Finance Division guidelines for PPS-10 and above.
- No residential accommodation or transport shall be provided. The salary is all-inclusive (lump sum) as per the applicable PPS pay package.

SHORTLISTING CRITERIA

**Post: Project Planning, Monitoring and Evaluation Professional (PPS-10)
CPEC Support Project - PIU/ML-1, Lahore**

A. MINIMUM ELIGIBILITY CRITERIA (Pass/Fail - Mandatory):

Candidates not fulfilling ALL of the following minimum criteria shall be summarily rejected without further evaluation:

| Sr. | Criterion | Eligible | Not Eligible |
|-----|---|---|-----------------------------|
| 1 | Master's degree (minimum 16-18 years of education) from an HEC-recognized university | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| 2 | Minimum 08 years of post-qualification relevant experience (for PPS-10) | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| 3 | Age not exceeding 50 years at the closing date of advertisement | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| 4 | CNIC copy attached | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| 5 | Application submitted within the due date (applications received after closing date to be rejected) | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| 6 | Application routed through proper channel / NOC attached (for Government servants) | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| 7 | No forged / false documents submitted | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |

B. MERIT-BASED SHORTLISTING CRITERIA (Scoring Criteria - Total: 100 Marks):

Candidates passing the minimum eligibility criteria above shall be scored on the following merit basis. Only candidates scoring 60% or above in the merit evaluation shall be shortlisted for written test/interview:

| Sr. | Criterion | Max. Marks | Scoring Breakdown | Marks Obtained |
|-----|--|------------|---|----------------|
| 1 | EDUCATIONAL QUALIFICATION | 25 | Masters (16-18 yrs) in relevant field: 20 marks CGPA 3.0-3.5 or 60-70%: +2 marks CGPA >3.5 or >70%: +3 marks PMP/PRINCE2/MSP Certification: +2 marks | /25 |
| 2 | YEARS OF RELEVANT EXPERIENCE | 35 | 8-10 years: 20 marks 11-12 years: 25 marks 13-15 years: 30 marks Above 15 years: 35 marks | /35 |
| 3 | NATURE / RELEVANCE OF EXPERIENCE | 20 | PSDP / Public sector project M&E: up to 10 marks Railway / Infrastructure projects: up to 5 marks Planning Commission / Govt. of Pakistan experience: up to 5 marks | /20 |
| 4 | TECHNICAL SKILLS (MS Project / Primavera / M&E Tools) | 10 | MS Project / Primavera expertise: up to 5 marks Data analysis / PMIS / MIS tools: up to 3 marks LogFrame / RBME knowledge: up to 2 marks | /10 |
| 5 | PUBLISHED REPORTS / M&E DOCUMENTS / RELEVANT WORK SAMPLES | 10 | 1-2 M&E / project reports submitted: 5 marks 3 or more reports / | /10 |

| | | | |
|--------------------|------------|-------------------------------|--|
| | | evidence of PC-IV/V: 10 marks | |
| TOTAL MARKS | 100 | /100 | |

C. SHORTLISTING PROCESS:

1. All applications received shall first be screened for minimum eligibility (Section A above).
2. Eligible applications shall be scored on the merit-based criteria (Section B above) by a duly constituted Shortlisting Committee.
3. Candidates securing 60 marks or above (out of 100) shall be shortlisted for written test and/or interview.
4. In case of large number of eligible applicants, the passing threshold may be raised to 65 or 70 marks at the discretion of the Shortlisting Committee.
5. The shortlisted candidates shall be intimated individually and the list will be uploaded on the Pakistan Railways Website.
6. The Shortlisting Committee shall comprise of three members including a senior officers.
7. The final merit list shall be placed before the Project Director for approval before issuance of interview call letters.
8. Candidates qualifying shortlisting committee screening will be interviewed by the "Interview Committee" comprising of three committee members (Senior Officers).

D. FINAL SELECTION CRITERIA:

| Component | Weightage | Marks |
|---|------------------|--------------|
| Shortlisting Score (Education + Experience + Skills) | 40% | /40 |
| Written Test and/or interview (Project Planning, M&E Concepts, MS Project etc.) | 60% | /60 |
| TOTAL | 100% | /100 |