

**Advisor/Executive Director (Business Planning) (MP-I Scale) (One post)**

1.	<b>Required Educational Qualification and Experience:</b>	<b>Ph.D</b> in relevant subject(s) from HEC recognized university with 14 years-professional experience  <b>OR</b> Masters in relevant subject(s)(such as MBA / CA/ M.Com, etc.) from HEC recognized university with <b>18 years</b> experience in relevant field.
2.	<b>Age Limit:</b>	Maximum = 62 years.
3.	<b>Purpose of the Position</b>	<ul style="list-style-type: none"><li>▪ Development and efficient execution of Marketing and Business Growth strategy / plans of Pakistan Railways.</li><li>▪ Identify, track, and manage existing marketing portfolio as well as new business development opportunities and activities.</li><li>▪ Analyze market dynamics / consumer preferences and accordingly modify strategic roadmap to ensure competitive edge.</li><li>▪ Create attractive brand image in market through consistent brand presence.</li><li>▪ Cultivate, establish &amp; maintain long-term relationship with key internal /external stakeholders.</li><li>▪ Develop mechanism for cost benefit analysis for revenue, expenses, and investments in both low-cost and high-cost passenger and freight business to improve profit and loss results of Pakistan Railways.</li><li>▪ Ensure achievement of the organization's marketing goals, strengthen brand equity, efficiently cope up with fluctuating market conditions, acquire maximum market share and fulfill organizational sales and revenue targets keeping in view organization's policies, SOPs, Government laws and regulations, Companies Act, contractual obligations, directions/guidelines from the Board.</li><li>▪ Allocate revenue targets to subordinates and implement approved marketing plans.</li><li>▪ Review and redesign business development and marketing team and lead them to achieve tangible gains in revenue generation, product development and customer relationship management.</li></ul>
4.	<b>Eligibility Criteria:</b>	<ul style="list-style-type: none"><li>▪ Comprehensive knowledge of business strategy development &amp; implementation.</li></ul>

		<ul style="list-style-type: none"> <li>▪ Solid understanding of Market Dynamics and Demographics, Sales and Distribution Management.</li> <li>▪ Thorough understanding of Product development and functionalities.</li> <li>▪ Knowledge of Qualitative and Quantitative Analysis.</li> <li>▪ Comprehensive knowledge of Brand building.</li> <li>▪ Familiar with monitoring and evaluation frameworks.</li> <li>▪ Preference will be given to candidates having variety of experience in the relevant fields such as business portfolio management, business development, marketing, investment performance analytics, and PPP projects, etc.</li> <li>▪ Knowledge of ERP platforms.</li> <li>▪ Extensive knowledge of Technical SOPs.</li> <li>▪ Detailed knowledge of Project Management.</li> <li>▪ Innovative in conceptualizing new ideas, persuasive and strong business acumen.</li> <li>▪ Understanding of Government functioning.</li> <li>▪ Thorough knowledge of Stakeholders Management.</li> <li>▪ Knowledge of the Latest Technological Developments Worldwide.</li> <li>▪ Ability to provide capacity building support at different levels.</li> <li>▪ Outstanding communication, interpersonal and leadership skills.</li> <li>▪ Ability to analyze and present facts in clear and logical manner.</li> </ul>
5.	<b>Job Description:</b>	<p><b>1. Strategic role</b></p> <ul style="list-style-type: none"> <li>▪ Develop strategies to increase the Railways share in the transportation needs of various sectors of economy including bulk and non-bulk goods traffic and passengers.</li> <li>▪ Develop strategies to improve Railways infrastructure and explore new revenue streams to improve financial performance of Railways.</li> <li>▪ Present Business development plans and initiatives to appropriate forums including Federal Minister for Railways, MOR and Railway Board for review and approval.</li> </ul>

- Provide strategic Marketing consultation to Senior Management and developing partnership in all areas of the organization.
- Review organizational structure in view of changes in business direction, new technology implications, organizational business strategy etc. to drive efficiency.
- Stay abreast with the latest advancements in market growth models/frameworks globally and implement the best business management practices.

## **2. Planning & Business Development role**

- Develop and implement plans to enable Pakistan Railways to operate commercially and compete for customers and revenue with other transport modes and services.
- Prepare and regularly update Pakistan Railways business plan based on existing and new requirements and keeping in view the perspective of ML-1 Project.
- Develop and implement both short-term and long-term goals for Marketing and business growth.
- Spearhead team in conducting detailed investment analysis, value addition, business planning and various commercial prospects and growth projects.
- Execute strategies to capitalize on consumer trends and opportunities; initiate corrective action to rectify consumer issues.
- Develop and manage annual business development and marketing budget; define control mechanism for timely identification and rectification of anomalies.
- Ensure consistent brand presence in market and strengthen brand equity; monitor execution of overall promotional activities and define rewards for dealers on accomplishment of defined targets.

## **3. Building Strategic Alliance**

- Boost up Pakistan Railways performance through building strategic alliances with private and public sector participation of reputable local and international financiers, original equipment Manufactures, and specialized service providers.
- Lead the implementation of business development plans, policies, and strategies by proactively engaging all other stakeholders within and outside ministry of Railways.

#### **4. Marketing & Business Development**

- Analyze current and potential market opportunities and challenges and propose corrective action plan to ensure seamless execution of strategy; identify obstacles and opportunities for marketing related projects and devise contingency plans as required.
- Review and approve proposals for new products; analyze product mix and negotiate product launch possibilities.
- Develop new products in consultation with concerned stakeholders; launch and execute strategies for new products; coordinate with relevant parties; test new products in line with performance and consumer matrix.
- Review and analyze product performance (new and existing) in market against strategic plans and measure effectiveness.
- Supervise team and provide guidelines for comparative analysis of product data to determine product positioning and pricing with team from comparison analysis.
- Set sales goals, quotas, and sales management meetings to ensure success of Marketing initiatives.
- Participate in facility inspections alongside the General Managers and Marketing Managers to ensure compliance with defined SOPs and business growth requirements.

#### **5. Market Intelligence & Forecasting**

- Direct market research activities for market and consumer behavior analysis; review market dynamics and trend analysis shared by the team; lead market research on feasibility of business growth initiatives / plans.
- Share feedback & brief team about market research findings & brainstorm for actionable items; check teams forecasting in comparison to planned & actual forecasts; seek clarifications on gaps and ensure development of internal systems in the light of future customer needs for effective development & implementation of Marketing strategy.

#### **6. Supervisory role**

- Liaise with the Divisional Superintendents, Principal Officers and other government departments related to planning and development matters of Pakistan Railways.

		<ul style="list-style-type: none"> <li>▪ Build a team of qualified and motivated professionals in Business Development Directorate of Pakistan Railways and develop SMART goals and objectives for team member.</li> <li>▪ Delegate responsibilities to subordinates and create a sense of urgency; manage performance of direct reports through objective setting, continuous support, feedback and formal appraisal; ensure parity among subordinates with regard to learning and growth opportunities; identify and develop suitable successors for critical positions.</li> <li>▪ Interact with HR for recruitment of new talent; identify training and development requirements of subordinates to take future roles in coordination with HR; drive employee engagement with support of HR and functional managers.</li> <li>▪ Handle administrative issues such as conflict management, grievances handling and disciplinary issues in coordination with HR, creating the need for empathy when necessary.</li> <li>▪ Any other task and assignment entrusted by Secretary Railways or CEO/Sr. GM.</li> </ul>
<b>6.</b>	<b>Salary and Perks (Management Position-I Scale)</b>	
a.	Scale of Pay	Rs. 433,950-33,000-532,950.
b.	Accommodation	Up to a rental ceiling of Rs. 101,000/- per month.
c.	Utilities	Rs. 19,650/- per month.
d.	Transport	As per monetization of transport facilities policy MP-I Rs. 95,910/- per month.
e.	TA/DA on domestic official tour	As admissible to civil servants of the highest grade.
f.	TA/DA on official tour abroad	As admissible to civil servants in Cat-I.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institutions in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
i.	Gratuity	One month's basic pay for each completed year of service.
<b>7.</b>	<b>Contract Period:</b>	
i)	Tenure of contract	Initially for a period of three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority, In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020 dated 22-06-2020, the condition of one month's notice shall not be required.
<b>8.</b>	<b>Discipline</b>	As applicable in case of contract employees.

**Advisor/Executive Director (Technical) (MP-I Scale) (One post)**

1.	<b>Required Educational Qualification and Experience:</b>	<b>Ph.D</b> in relevant subject(s) from HEC recognized university with 14 years-professional experience  <b>OR</b> Masters in relevant subject(s)(such as Masters in Engineering, etc.) from HEC recognized university with <b>18 years</b> experience in relevant field.
2.	<b>Age Limit:</b>	Maximum = 62 years.
3.	<b>Purpose of the Position</b>	<ul style="list-style-type: none"><li>▪ Manage and lead all technical aspects of Pakistan Railways projects in cooperation with national beneficiaries, implementing bodies and key internal and external government stakeholders.</li><li>▪ Responsible for technical aspects of studies, design and construction of ML-1 project and other Railways lines across Pakistan.</li><li>▪ Manage the technical requirements of ongoing and upcoming projects, review to ensure projects adherence to the technical specifications and requirements.</li></ul>
4.	<b>Eligibility Criteria:</b>	<ul style="list-style-type: none"><li>▪ Knowledge of Railways systems and interface management, track, rolling stock, electrification, signaling and telecom.</li><li>▪ Ability in planning of significant Railways infrastructure construction and or reconstruction, and remodeling of existing railroad infrastructure.</li><li>▪ Knowledge of modern, advanced international Railways systems in developed countries and bring in technological solutions for improvement of Pakistan Railways after proper gap analysis.</li><li>▪ Full understanding of Railways complexity, interface and interworking of all components.</li><li>▪ Understanding of Government functioning.</li><li>▪ Ability to analyze and present information on technical matters in a clear and logical manner. Very good inter-personal and communication skills are necessary.</li><li>▪ Demonstrated ability to have performed similar tasks / assignment in public or private sector organization.</li><li>▪ Outstanding leadership skills.</li></ul>

<p>5.</p>	<p><b>Job Description:</b></p>	<p><b>1. Strategic role</b></p> <ul style="list-style-type: none"> <li>▪ Development of Pakistan Railways strategy including but not limited to technical matters and functions.</li> <li>▪ Perform strategic stakeholder consultation with a view to develop the technical roadmap of Pakistan Railways and long-term corporate goals.</li> <li>▪ Support to develop technical programs based on existing requirements and keeping in perspective the design and construction of ML-1 Project, and implementable strategy with realistic action plan having specific targets and key performance indicators (KPIs).</li> </ul> <p><b>2. Planning role</b></p> <ul style="list-style-type: none"> <li>▪ Plan, develop and manage all technical aspects of the railroads, rolling stock and other infrastructure of Pakistan Railways and advise on most desirable and cost-effective solutions.</li> <li>▪ Set up technical design and development standards and procedures, engineering specifications, safety, health and environment codes and standards.</li> <li>▪ Plan for enhancing National Railways Network, initiate plans for expansion, up gradation, and replacement of network operations, Establish and Maintain production plan for labor, material, and logistics.</li> </ul> <p><b>3. Operational role</b></p> <ul style="list-style-type: none"> <li>▪ Lead the implementation of raising the axle load and line capacity of Pakistan Railways by engaging all stakeholders.</li> <li>▪ Organize and structure technical directorate to cope with all aspects and challenges at all levels of Technical services.</li> <li>▪ Manage future operational ability and select and implement unified software solutions, innovative technological choices, and modeling of Railways operations.</li> <li>▪ Liaise with the Divisional Superintendents, Principal Officers and other government departments related to planning and development matters of Pakistan Railways.</li> <li>▪ Build a team of qualified and motivated professionals in Technical Departments of Pakistan Railways and develop SMART goals and objectives for team member.</li> <li>▪ To investigate all the failures of locomotives and other Railways accidents from different aspects and submit the conclusion and responsibility of the respective failures</li> </ul>
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		<p>and accidents.</p> <ul style="list-style-type: none"> <li>▪ Ensure compliance with all applicable regulations, OSHA work practices and industry/site specific work rules.</li> <li>▪ Perform checks and audits on the adherence to standards in the design guidelines.</li> <li>▪ Cooperate with national and international stakeholders and communicate with internal and external project developers, and any other task and assignment entrusted by Secretary Railways or CEO/Sr. GM.</li> </ul>
<b>6.</b>	<b>Salary and Perks (Management Position-I Scale)</b>	
a.	Scale of Pay	Rs. 433,950-33,000-532,950.
b.	Accommodation	Up to a rental ceiling of Rs. 101,000/- per month.
c.	Utilities	Rs. 19,650/- per month.
d.	Transport	As per monetization of transport facilities policy MP-I Rs. 95,910/- per month.
e.	TA/DA on domestic official tour	As admissible to civil servants of the highest grade.
f.	TA/DA on official tour abroad	As admissible to civil servants in Cat-I.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institutions in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
i.	Gratuity	One month's basic pay for each completed year of service.
<b>7.</b>	<b>Contract Period:</b>	
i)	Tenure of contract	Initially for a period of three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority, In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020 dated 22-06-2020, the condition of one month's notice shall not be required.
<b>8.</b>	<b>Discipline</b>	As applicable in case of contract employees.



**Advisor/Executive Director (Policy and Litigation) (MP-I Scale) (One post)**

1.	<b>Required Educational Qualification and Experience:</b>	<p><b>Ph.D</b> in relevant subject(s) from HEC recognized university with 14 years-professional experience</p> <p style="text-align: center;"><b>OR</b></p> <p>Masters in relevant subject(s)(such as Master of Law (L.L.M), etc.) from HEC recognized university with <b>18 years</b> experience in relevant field.</p>
2.	<b>Age Limit:</b>	Maximum = 62 years.
3.	<b>Purpose of the Position:</b>	<ul style="list-style-type: none"> <li>▪ Formulate policy and provide strategic support in the management of legal affairs of Pakistan Railways.</li> <li>▪ Partner with best available legal resources in the country to resolve legal disputes efficiently and effectively.</li> <li>▪ Responsible for providing value added legal support by ensuring uniformity of policy through an oversight and monitoring role in implementation of consistent and standardized strategies in litigation matters.</li> <li>▪ Review all policies strategies, laws and procedures in order to bring about legal and policy reforms</li> </ul>
4.	<b>Eligibility Criteria:</b>	<ul style="list-style-type: none"> <li>▪ Minimum standing of twenty years as a licensed advocate of the High Court or a Retired High Court Judge.</li> <li>▪ Ability to guide on legal and regulatory matters, mitigate risk to Pakistan Railways brand and reputation.</li> <li>▪ Ability to optimize legal efficiency and effectiveness to best serve the business.</li> <li>▪ Skills in contract negotiations.</li> <li>▪ Ability to align legal and commercial strategies to enable value creation.</li> <li>▪ Experience of drafting, updating, and vetting legal documents and contracts.</li> <li>▪ Thorough understanding of the law of land including but not limited to Acts, Ordinances, Statutes enactments and regulations issued from time to time.</li> <li>▪ Understanding of government functioning.</li> <li>▪ Strong interpersonal, leadership and teambuilding capabilities.</li> </ul>

		<ul style="list-style-type: none"> <li>▪ Thorough knowledge of stakeholder management.</li> <li>▪ Ability to provide capacity building support at different levels.</li> <li>▪ Ability to analyze facts in clear &amp; logical manner.</li> </ul>
5.	<b>Job Description:</b>	<p><b>1. Strategic role</b></p> <ul style="list-style-type: none"> <li>▪ Evaluate laws to ensure that Ministry of Railways is kept fully abreast to the challenges and impact of the current and prevalent laws through regular monitoring.</li> <li>▪ Prepare legal policy with implementable strategy and realistic action plan having specific targets and key performance indicators (KPIs).</li> <li>▪ Plan and lead the implementation of legal affairs policy/strategy by proactively engaging with all stakeholders within and outside Railways.</li> </ul> <p><b>2. Advisory role</b></p> <ul style="list-style-type: none"> <li>▪ Provide interpretation and rendering advice on all legal issues, local and international contracts, agreement(s), claims etc.</li> <li>▪ Furnish Legal opinions on matters pertaining to interpretation of statutes and agreements in addition to giving a carefully prepared SWOT analysis on various legal issues.</li> <li>▪ Provide legal advice to the Ministry of Railways and Pakistan Railways on legal implications of various operations and decisions.</li> <li>▪ Entrust court cases to empaneled Railways counsel on the basis of capability and past performance.</li> <li>▪ Report to Chief Executive Officer/Senior General Manager on legal matter and to Ministry of Railways, on need basis.</li> </ul> <p><b>3. Building Strategic Alliance</b></p> <ul style="list-style-type: none"> <li>▪ Liaise with the Divisional Superintendents, Principal Officers and other government departments related to legal matters of Pakistan Railways.</li> <li>▪ Maintain collaborative relationship with best legal resources in country and other stakeholders.</li> </ul> <p><b>4. Supervisory role</b></p> <ul style="list-style-type: none"> <li>▪ Represent and contest Pakistan Railways cases in the courts of law.</li> </ul>

		<ul style="list-style-type: none"> <li>▪ Monitor the law-related and research-based value addition to petitions, complaints, written statements, counter statements, depositions, evidentiary proceedings, legal notices &amp; replies thereof.</li> <li>▪ Drafting, updating and vetting of Railways related legislations, manuals, codes, rules, contract(s)/ agreement(s) etc. represent Railways in negotiations with potential private sector partners.</li> </ul>
<b>6.</b>	<b>Salary and Perks (Management Position-I Scale)</b>	
a.	Scale of Pay	Rs. 433,950-33,000-532,950.
b.	Accommodation	Up to a rental ceiling of Rs. 101,000/- per month.
c.	Utilities	Rs. 19,650/- per month.
d.	Transport	As per monetization of transport facilities policy MP-I Rs. 95,910/- per month.
e.	TA/DA on domestic official tour	As admissible to civil servants of the highest grade.
f.	TA/DA on official tour abroad	As admissible to civil servants in Cat-I.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institutions in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
i.	Gratuity	One month's basic pay for each completed year of service.
<b>7.</b>	<b>Contract Period:</b>	
i)	Tenure of contract	Initially for a period of three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority, In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020 dated 22-06-2020, the condition of one month's notice shall not be required.
<b>8.</b>	<b>Discipline</b>	As applicable in case of contract employees.

**Chief Financial Officer (MP-I Scale) (One post)**

1.	<b>Required Educational Qualification and Experience:</b>	<b>Ph.D</b> in relevant subject(s) from HEC recognized university with 14 years-professional experience  <b>OR</b> Masters in relevant subject(s) (such as MBA (Finance), ACA, ACCA and ACMA), from HEC recognized university with <b>18 years</b> experience in relevant field.
2.	<b>Age Limit:</b>	Maximum = 62 years.
3.	<b>Purpose of the Position:</b>	<ul style="list-style-type: none"><li>▪ To improve financial health of Pakistan Railways by devising plans and strategies to increase revenue, rationalize expenditure, prevent leakages and improve efficiency of existing as well as potential investments</li><li>▪ Develop optimal financial strategy and capital investment structure of Pakistan Railways, and provide financial controls.</li><li>▪ Report and provide Secretary Railways with accurate financial assessments.</li><li>▪ Forecast, analyze and prepare reports on trends, opportunities for expansion and projection of future growth.</li><li>▪ Provide critical advisory and operational expertise in accounting, corporate finance, treasury management, corporate strategy, and financial management.</li><li>▪ Analyze areas in the existing Financial System of PR and suggest reforms/amendments to ensure profitability, transparency and accountability in the system.</li></ul>
4.	<b>Eligibility Criteria:</b>	<ul style="list-style-type: none"><li>▪ Expertise in Finance and Accounts and Financial Management Decision Making, Business Finance Decisions, Financial control and discipline.</li><li>▪ Ability to analyze feasibility reports, ratio analysis and financial reviews. Good inter-personal and communication skills with fluency in English.</li><li>▪ Knowledge of economic and accounting principles and practices, financial markets, banking, and analysis and reporting of financial data.</li><li>▪ Hands on experience of ERP implementation and working on financial technical solutions and accounts automation.</li><li>▪ Ability to analyze and present information on Financial matters in a clear and logical manner.</li></ul>

		<ul style="list-style-type: none"> <li>▪ Knowledge of government policies and laws, procedures, and regulations, for accounting management.</li> <li>▪ Strong communication, leadership and team building expertise.</li> <li>▪ Demonstrated ability to have performed similar tasks/assignment in public or private sector organization</li> </ul>
5.	<b>Job Description:</b>	<p><b>1. Strategic role</b></p> <ul style="list-style-type: none"> <li>▪ Devise financial strategies for revenue generation in line with Pakistan Railways regulations and determination of competitive passenger and freight fare charges with an overall objective to achieve continuous growth.</li> <li>▪ Develop strategies for efficient utilization of Pakistan Railways properties, estate, and infrastructure to generate income from rentals and lease, commercial lettings, and other income.</li> </ul> <p><b>2. Planning &amp; Business Development role</b></p> <ul style="list-style-type: none"> <li>▪ Responsible for Pakistan Railways budgetary, financial, and internal controls such as accounting, reporting, tax, investment, financial and accounting management, and financial planning.</li> <li>▪ Prepare, and monitor annual budgets for all directorates of Pakistan Railways to help set organizational priorities, directions, and strategies, and help and support implementation of agreed plans.</li> <li>▪ Financial and commercial evaluation of new Cargo, freight and passenger routes, railroad tracks and infrastructure buildings.</li> <li>▪ Understanding the successful Railways financial models in other countries.</li> <li>▪ Implementation of ERP and financial automation systems.</li> </ul> <p><b>3. Manage Pakistan Railway Financial Operations</b></p> <ul style="list-style-type: none"> <li>▪ Translate financial strategy into annual budget, manage Pakistan Railways' funds in accordance with Government regulations and internal requirements.</li> <li>▪ Oversee accounting operations, analyze financial data related to Capital expenditures, Operating cost expenses, Human capital, borrowings, taxes and depreciations.</li> </ul>

- Maintain proper books of accounts.
  - Review the losses and suggest measures to reduce/curb such losses, enforce financial discipline track cash flow, and analyze Pakistan Railways' financial strength and weakness and propose corrective actions.
  - Indicate loss making areas and suggest measures for making PR a profitable enterprise.
  - Suggest new ventures which can create new sources of income and revenue for PR.
  - Suggest on reducing the cost of operation of PR where applicable.
  - Monitor and take appropriate measures for receivables and payables.
  - Effectively work with peers, partners and others to positively impact business performance.
  - Update and advise on the matters relating to financial legislations by parliament and SROs/ instructions issued by FBR, Planning Commission, PPRA and any other authority affecting PR.
  - Finalize the financial statements of PR in timely and accurate manner.
  - Implement of IFRS/New Accounting Model in PR and International Public Sector Accounting Standards (**IPSAS**).
  - Render advice on matters of investments, taxation and other related matters.
  - Advise on matters relating to the financial benefits of the employees of PR.
  - Prepare and implement customized financial statements for the major wings of PR like Traffic, Mechanical and Infrastructure etc. to indicate individual performance with respect to their financial performance.
- 4. Risk Management**
- Risk management in all areas including leasing of Pakistan Railways Lands, outsourcing of trains and other PR assets specially with respect to their financial viability, profitability, potential fraud and misappropriation.
  - Implement group measures by using derivative financial instruments to reduce risks associated with new projects and minimize or eliminate Pakistan Railways financial risks.

<b>6.</b>	<b>Salary and Perks (Management Position-I Scale)</b>	
a.	Scale of Pay	Rs. 433,950-33,000-532,950.
b.	Accommodation	Up to a rental ceiling of Rs. 101,000/- per month.
c.	Utilities	Rs. 19,650/- per month.
d.	Transport	As per monetization of transport facilities policy MP-I Rs. 95,910/- per month.
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g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institutions in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
i.	Gratuity	One month's basic pay for each completed year of service.
<b>7.</b>	<b>Contract Period:</b>	
i)	Tenure of contract	Initially for a period of three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority, In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020 dated 22-06-2020, the condition of one month's notice shall not be required.
<b>8.</b>	<b>Discipline</b>	
		As applicable in case of contract employees.