

**CAREER OPPORTUNITIES  
FOR PROFESSIONALS IN PAKISTAN RAILWAYS**

Pakistan Railways has opportunities available for suitably qualified, experienced professionals to serve in Pakistan Railways against the following posts on merit:

<b>Advisor (HRD &amp; CB) (MP-I Scale) (One post)</b>		
<b>1.</b>	<b>Qualification:</b>	MBA or Master in Management or Human Resources Management from HEC recognized university. Weightage will be given to higher qualification, foreign degree, and for having experience in Transport Sector.
<b>2.</b>	<b>Eligibility Criteria:</b>	1. More than 15 years directly related experience in public or private sector organizations.
		2. Having clear understanding of government functioning.
		3. The demonstrated ability to have performed similar tasks/assignment in public or private sector organization.
		4. Able to demonstrate up to date knowledge of theory and practice in key areas of organizational development particularly around change management, developing organization culture and learning and development.
		5. The ability to analyze and present information or draft material from human resource management point of view, in a clear and logical manner as well as very good inter-personal and communication skills are necessary. The position requires fluency in English too.
		6. Strong leadership and team work experience.
<b>3.</b>	<b>Job Description:</b>	1. Overall head of the Human Resource Department of Pakistan Railways.
		2. To report to Federal Minister for Railways on human resource related matter and to Ministry of Railway, on need basis.
		3. To provide policy and strategic support in the management of human resource of Pakistan Railways.
		4. Prepare and regularly update human resource management plan, based on existing requirements and keeping in perspective up-gradation of ML1 project, and implementable strategy with realistic action plan having specific targets and key performance indicators (KPIs).
		5. Lead the implementation of human resource policy, strategy by proactively engaging with all stakeholders within railways and outside railways.
		6. To liaise with the Divisional Superintendents, Principal Officers and other government departments regarding human resources matters.

		7.	Providing organizational development solutions, human resources development programs and effectively implementing such solutions/programs.
		8.	Any other task or assignment entrusted by Secretary Railways or CEO/Sr. G.M.
<b>4.</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 duty abroad	As admissible to civil servants in Category-I.	
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution in Pakistan.	
h.	Leave	The incumbent shall earn leave on full pay @3 days per month for the period of duty. The leave shall be availed during the currency of contract period. Title to leave shall expire on expiry of contract. If given a fresh contract the period of earned leave available in respect of the previous contract shall not be carried forward.	
i.	Gratuity	One month's basic pay for each completed year of service.	
<b>5.</b>	<b>CONTRACT PERIOD:</b>		
i)	Period of Contract	Two years.	
ii)	Termination of Contract	On one month's notice on either side or payment of one month's basic pay in lieu thereof.	
<b>Advisor (Business Planning) (MP-I Scale) (One post)</b>			
<b>1.</b>	<b>Qualification:</b>	MBA/CA/M.Com from HEC recognized university or leading international university. Weightage will be given to higher qualification, foreign degree and for having experience in transport sector.	
<b>2.</b>	<b>Eligibility Criteria:</b>	1.	More than 15 years directly related experience in a public or private sector organization having commercial or business operations.
		2.	Having clear understanding of government functioning.
		3.	The demonstrated ability to have performed similar tasks / assignment in public or private sector organization.
		4.	The ability to analyze and present information or draft material from business point of view, in a clear and logical manner as well as very good inter-personal and communication skills are necessary. The position requires fluency in English too.

		5.	Preference will be given candidates: a) Having variety of experience in the relevant fields such as business portfolio management, business development, investment performance analytics, and PPP projects, etc. b) With more than three years of work experience in domestic or international corporate at senior level positions.
		6.	Strong leadership and team work experience.
<b>3.</b>	<b>Job Description:</b>	1.	Overall head of the Business Planning Directorate of Pakistan Railways.
		2.	To report to Federal Minister for Railways on business planning related matter and to Ministry of Railway, on need basis.
		3.	To provide policy and strategic support in the management of business planning of Pakistan Railways.
		4.	Prepare and regularly update Pakistan Railway' business plan, based on existing requirements and keeping in perspective upgradation of ML-1 project, with implementable strategy and realistic action plan having specific targets and key performance indicators (KPIs).
		5.	Lead the implementation of business development policy, strategy by proactively engaging with all stakeholders within railways and outside railways.
		6.	To liaise with the Divisional Superintendents, Principal Officers and other government departments regarding business planning matters.
		7.	Providing business development solutions by designing products in railway sector based on market principles and effectively implementing such products.
		8.	To build a team of professional in Business Development Directorate and give the team with achievable targets.
		9.	Any other task or assignment entrusted by Secretary Railways or CEO/Sr. G.M.
<b>4.</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 duty abroad	As admissible to civil servants in Category-I.	

g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @3 days per month for the period of duty. The leave shall be availed during the currency of contract period. Title to leave shall expire on expiry of contract. If given a fresh contract the period of earned leave available in respect of the previous contract shall not be carried forward.
i.	Gratuity	One month's basic pay for each completed year of service.
<b>5.</b>	<b>CONTRACT PERIOD:</b>	
i)	Period of Contract	Two years
ii)	Termination of Contract	On one month's notice on either side or payment of one month's basic pay in lieu thereof.
<b>Advisor (Technical) (MP-I Scale) (One post)</b>		
<b>1.</b>	<b>Qualification:</b>	Bachelors in Engineers from HEC recognized university. Weightage will be given to higher qualification and for having experience in Transport Sector.
<b>2.</b>	<b>Eligibility Criteria:</b>	1. More than 20 years directly related experience in public or private sector organizations.
		2. Having clear understanding of government functioning.
		3. Demonstrated ability to have performed similar tasks / assignment in public or private sector organization.
		4. Demonstrated ability to have performed similar tasks / assignment in public or private sector organization.
		5. The ability to analyze and present information on technical matters, in a clear and logical manner as well as very good inter-personal and communication skills are necessary. The position requires fluency in English too.
		6. Strong leadership and team work experience.
<b>3.</b>	<b>Job Description:</b>	1. Advise on technical matters relating to Railway rolling stock and Infrastructure.
		2. To report to Minister for Railways on Technical issues.
		3. To communicate across teams within Pakistan Railways and Ministry of Railways.
		4. Support to develop technical programmes, based on existing requirements and keeping in perspective upgradation of ML-1 Project, and implementable

		strategy with realistic action plan having specific targets and key performance indicators (KPIs).
	5.	Lead the implementation of on-going strategy of raising the axle load and line capacity over Pakistan Railways, by proactively engaging with all stakeholders within and outside Railways.
	6.	To liaise with all stake holders and government departments regarding technical issues.
	7.	Conduct technical reviews of on-going projects.
	8.	Task or assignment entrusted by the Federal Minister for Railways.
<b>4.</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 duty abroad	As admissible to civil servants in Category-I.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @3 days per month for the period of duty. The leave shall be availed during the currency of contract period. Title to leave shall expire on expiry of contract. If given a fresh contract the period of earned leave available in respect of the previous contract shall not be carried forward.
i.	Gratuity	One month's basic pay for each completed year of service.
<b>5.</b>	<b>CONTRACT PERIOD:</b>	
i)	Period of Contract	Two years
ii)	Termination of Contract	On one month's notice on either side or payment of one month's basic pay in lieu thereof.

Applications along with complete CV, passport size photograph should reach to undersigned's office by 19<sup>th</sup> June 2020. Incomplete applications in any respect will not be considered.

Recruiting Agencies can also forward applications of professional with required education and experience on the terms & conditions approved by the Railway Board in its 9th Meeting held on 25.2.2020 under ex-agenda item No. 1, on payment of one month salary, equal to MP-1 Scale or equivalent to Head Hunters provided referrals by the Recruiting Agency/Head Hunters is finally selected on merit through selection procedure. If applied directly by the candidate as well, direct application will be entertained/considered for the scrutiny.

Pakistan Railways is the largest Public Sector Organization in the country in transport sector, which carried over 60 million passengers and about 8.7 million tonnes of freight during last financial year 2018-19. Candidates who wish to apply for the given positions shall have world class experience of working in relevant fields with multidiscipline large organizations requiring highly challenging and transformational environment, with proved track record of success and achievements. PR is looking for an Advisors of the world class experience, with national/international experience in the relevant fields of specialty having proven track record par excellence, who will directly head the respective teams of Railway and market professionals, for devising solutions strategy and implementing the plans to achieve desired results. The positions will be based in PR Headquarters Office Lahore.

Pakistan Railways is an equal opportunity provider.

Performa to be filled in by the applicant and to be attached with the application and CV;

<b>I</b>	<b>Post Applied For</b>
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<b>II</b>	<b>Personal Information</b>	
1.	Name	
2.	Father's Name	
3.	Email	
4.	Mobile	
5.	Address	
6.	CNIC Number	

<b>III</b>	<b>Qualification (Start from the latest)</b>			
#	Qualification/Degree	Year of Passing	Institution	Major Subjects
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				

<b>IV</b>	<b>Experience in Pakistan (Start from the latest)</b>				
#	Designation	Organization	Period From	Period To	Key Responsibilities
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8.					

<b>V International Experience, if any (Start from the latest)</b>					
#	Designation	Organization	Period From	Period To	Key Responsibilities
1.					
2.					
3.					
4.					
5.					
6.					

<b>VI Trainings/Workshops/Certifications</b>				
#	Training Course	Institution/Organization	Period From	Period To
1.				
2.				
3.				
4.				
5.				
6.				

<b>VII Publications</b>			
#	Title	Journal/Periodical	Date of Publication
1.			
2.			
3.			
4.			

<b>VIII Allied Skills (Please elaborate)</b>	
1.	IT Skills
2.	Skills related to Railways/Software/Transport
3.	Communication Skills
4.	Other Skills
5.	

<b>IX Awards</b>		
#	Description/title	Institution/Organization /Date
1.		
2.		
3.		

<b>X</b>	<b>Any other Information</b>	
<b>#</b>	<b>Description</b>	
1.		
2.		
3.		

<b>XI</b>	<b>References (Minimum two)</b>	
1.		
2.		
3.		

Additional pages can be attached in case of more information.

**Director Administration**  
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Islamabad.  
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