Power Planning & Monitoring Company (PPMC) is mandated to provide policy and technical support to Ministry of Energy (Power Division), integrated planning of the Power Sector of Pakistan, development and implementation of strategic plans for power sector, and to administer, monitor and evaluate performance of Power Sector Entities under the approved policies/plans.

The Company is seeking applications for the following position from the eligible persons, who can perform the tasks assigned to the Company. The first 03 months shall be on probation and thereafter shall be continued as per company policy.

The candidates must have strong interpersonal skills, outstanding problem solving skills and ability to exercise sound judgment based on accurate and timely analysis, outstanding communication, minute writing, analytical & problem-solving skills are pre-requisite. Ideal candidate should have ability to prioritize work well under pressure. The candidate must be IT Savvy. Integrity and maturity should be an essential attribute when handling confidential company information.

(i) Team Lead (Economics)

Responsibilities:

- Develop and implement advanced techniques to construct macroeconomic and microeconomic models, perform simulations, and analyze data to provide insights for policy formulation. This entails conducting empirical and econometric analyses using software packages like Stata, EViews, or similar tools.
- Assist in the development of Computable General Equilibrium (CGE) model(s) specifically for the energy sector of Pakistan to assess the economic consequences of energy policies.
- Estimate elasticity parameters through dedicated econometric models for utilization in various econometric models and to inform relevant policy recommendations.
- Establish and regularly update a comprehensive economics database for integration into an in-house Decision Support System.
- Assess economic trends that directly or indirectly impact the energy industry, focusing on economic forecasting, model specification, and estimation.
- Conduct periodic original research utilizing survey data such as HIES, CMI, and other relevant sources, and provide policy-level recommendations across the energy sector.
- Develop Frameworks to evaluate the wider Economic Impacts of energy policies and interventions, including the assessment of externalities, social costs, and economic trade-offs.
- Develop GHG Emissions Inventories, ensuring accurate tracking and reporting mechanisms to assess environmental and economic impacts.
- Work on Integrated Assessment Models (IAMs) to analyze the interplay between economic growth, energy demand, and climate change mitigation strategies.
- Conduct Shadow Cost Assessments for evaluating the true cost of energy infrastructure projects, incorporating environmental and social costs.
- Contribute to the design and implementation of Carbon Taxation & Trading Systems, analyzing their economic implications and assisting in policy formulation.
- Collaborate with global experts to design and develop sustainable and secure energy sector pathways

Skills, Knowledge & Abilities (SKA):

- **Master's Degree in Economics / Econometrics** or a related field from an HEC-recognized institution.
- **Minimum 7 years** of relevant experience in economic and environmental planning, preferably within the energy sector or a multinational organization.
- Strong analytical and research skills with the ability to interpret complex data.
- Expertise in economic modeling, environmental impact analysis, and policy formulation.
- Proficiency in using relevant software and tools for data analysis and reporting.
- Excellent communication and presentation skills with the ability to influence stakeholders.
- Knowledge of national and international environmental standards and regulations.
- Demonstrated leadership and project management abilities.

Remuneration & Age:

- The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience.
- The maximum age limit is **45 years** as of the closing date of the advertisement.

(ii) Team Lead (Design & Standards)

Responsibilities:	Skills, Knowledge & Abilities (SKA):
A Lead and manage a team of engineers and designers, providing guidance, support, and feedback in technical designs and documentation. Develop, maintain, update and review standards & specifications for materials used in 11kV power distribution networks. Specify materials and equipment for power distribution networks, ensuring compliance with standards and regulatory requirements. Provide technical support and guidance to internal stakeholders, including engineering and operations teams. Ensure that all designs and materials comply with technical, safety and relevant regulatory and industry standards. Identify opportunities for innovation and improvement in standards and designs, and implement changes as necessary. Establish and maintain a centralized design and standards registry, benchmarking global best practices. Ensure uniform compliance with standards across all DISCOs. Ensure alignment with national and international regulatory requirements. Supervise, assign tasks, instruct and provide technical guidance to technical support staff. Review work of the team to ensure accuracy and adherence to accepted procedures Conduct research on evolving power system behaviors and emerging technological phenomena. Prepare technical reports and documentation for design standards & specifications. Facilitate training and capacity-building programs on design practices and standards. Continuously monitor industry trends, innovations, and regulatory changes impacting the power sector. Identify and address gaps in existing guidelines and standards followed by DISCOs. Support initiatives to enhance operational efficiency, reduce technical and commercial losses, and improve revenue recovery by aligning design standards with industry's best practices. Provide technical leadership on AMI, Net metering, APMS and other system protection projects.	**Bachelor's / Master's degree in Electrical / Electronics Engineering,** or a related field from a reputable HEC-recognized institution. Foreign qualification and experience will be an added advantage. **Minimum 12 years** of post-qualification experience in power system network, design or a related field including almost two (02) years of experience at Team lead position in relevant field. Demonstrated expertise in developing and implementing design standards and specifications. Strong knowledge of power distribution systems, materials, and design principles. Excellent communication and interpersonal skills. Strong analytical and problem-solving abilities. Ability to work collaboratively in a multi-disciplinary team environment. Proven leadership and management skills, with experience in leading teams. Proficiency in quality management systems and tools, such as ISO 9001, KAIZAN etc. **Remuneration & Age:** The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. The maximum age limit **is 45 years** as of the closing date of the advertisement.

(iii) Team Lead (Risk Management)

Responsibilities:	Skills, Knowledge & Abilities (SKA):
Conduct comprehensive research and lead the development of strategic risk management framework for the power sector as envisaged under the National Electricity Plan 2023-27 (NE-Plan). (This framework will encompass, inter-alia, the scope, roles and responsibilities, risk governance, nomenclature, stakeholder interaction, methodologies, and approaches for horizon scanning, scenario development, and perspective-sharing, as well as monitoring and reporting) Identify different types of risks prevalent in the power sector and conduct research on globally adopted risk management frameworks, with a specific focus on the power sector. Analysis of various risk categories, such as market risks, operational risks, regulatory risks, technological risks, and environmental risks, among others. Review and benchmarking of international best practices in risk identification, assessment, quantification, and management within the power sector.	**Bachelor's or Master's degree in Mechanical / Electrical / Mechatronics / Energy / Electronics / Energy Engineering / Risk Management** or related field from a HEC recognized / affiliated institute / university. Minimum **7 years of relevant experience**, with demonstrated expertise in risk management and strategic planning. Demonstrated ability to develop strategic frameworks and implement risk mitigation strategies. Strong analytical and problem-solving skills, with the ability to interpret complex data and provide actionable insights.

• Examination of risk management frameworks and methodologies adopted by leading global power sector organizations and countries. • Development of templates/concepts for the Strategic Risk Assessment Report (SRAR) as envisaged under National Electricity Plan 2023-27 (NE-Plan), which will be published periodically. • Guide sensitivity analysis around price volatility, indexation, and supply chain optimization • Evaluate and provide recommendations on Policy & regulatory and contractual structures including EPAs, FSAs, and market-based mechanisms • Conduct research on global organizations/consultants that specialize in risk management within the power sector. • Identify potential partners who can provide assistance to the ministry in developing the risk management framework and achieving the goals outlined within the scope of the National Electricity Plan. • Collaborate with internal teams, stakeholders, and subject matter experts to integrate risk management practices into the decision-making processes, project planning, and policy formulation within the power sector. • Provide training and capacity-building initiatives to enhance risk management capabilities among relevant stakeholders, promoting a culture of risk awareness, ownership, and proactive risk management	• Excellent communication and interpersonal skills to effectively interact with senior management and stakeholders. • Proficiency in data analysis tools and risk management software. **Remuneration & Age:** • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is **45 years** as of the closing date of the advertisement.

(iv) Team Lead (Energy Finance)

Responsibilities:	Skills, Knowledge & Abilities (SKA):
• Lead coordination with international donors to secure financing for power sector projects, ensuring alignment with national energy policies and strategic goals. • Develop and promote Public-Private Partnership (PPP) models for energy infrastructure and policy execution, fostering private sector participation and investment. • Design and oversee green energy financing mechanisms, including mobilization of climate funds, carbon markets, concessional finance, and results-based financing instruments. • Supervise PSDP-funded projects in the energy sector, ensuring effective fund utilization, timely reporting, and strategic alignment with sectoral development plans. • Establish and manage a One-Window Facility for the preparation, negotiation, and submission of energy projects to the Green Climate Fund (GCF) and other climate finance mechanisms. • Lead forecasting of foreign exchange requirements for the power sector (short, medium, long term) and coordinate with the State Bank of Pakistan for timely allocation and risk mitigation. • Engage with banking institutions and financial intermediaries to co-develop and implement financial instruments supporting clean energy transition goals. • Promote integration of digital finance and fintech solutions to enhance efficiency, traceability, and access in energy sector financing. • Manage and mentor the Strategic Energy Finance team, providing oversight, technical guidance, and professional development. • Represent the organization in high-level forums, working groups, and negotiations with development partners, financial institutions, and government stakeholders.	• **Chartered Accountant / Cost & Management Accountant / CA Inter / ICMA Inter / ACCA / CIMA / CFA or member of professional body of Accountants or Master's degree in Finance/ Commerce/**or related fields (at least 18 years) from HEC recognized / affiliated institute / university. **OR Bachelor's or Master's in Engineering (with relevant certifications)** from HEC recognized / affiliated institute / university. • The candidate must have **7 years of relevant experience** in a reputable national / multinational organization. Candidates having experience of power sector will be given preference. **Remuneration & Age:** • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is **45 years** as of the closing date of the advertisement.

(v) Team Lead (Data Governance & Analytics)

Responsibilities:	Skills, Knowledge & Abilities (SKA):
- Lead the development and implementation of a comprehensive data governance framework across the organization. - Oversee the design and maintenance of the enterprise data warehouse and analytics environments. - Ensure data quality, integrity, consistency, and availability across all business units. - Drive advanced analytics initiatives using AI/ML to generate predictive and prescriptive insights. - Build and manage enterprise BI dashboards and self-service reporting capabilities. - Define data policies, standards, and procedures and ensure compliance with regulatory and internal governance requirements. - Collaborate with functional departments to understand their data needs and provide analytical support. - Lead a team of data analysts, engineers, and BI developers to deliver high-quality analytical solutions. - Stay current with data trends and emerging technologies and recommend innovations to support business goals. - Any other task assigned by management.	**MS (18 Years) or BS (16 Years) in Computer Science / Software Engineering / IT / Data Science and AI / Engineering** from an HEC-recognized university. - The candidate must have **07 years of relevant experience** (*data analytics, data management, data governance, or related fields) in a reputable national / multinational organization.* - Knowledge of data governance frameworks, policies, metadata management, and data stewardship practices. - Strong expertise in relational and NoSQL databases (SQL Server, Oracle, PostgreSQL, MongoDB, etc.), and experience with DWH platforms like Snowflake, Redshift, or Azure Synapse. - Proficient in BI tools such as Power BI, Tableau, QlikView for building dashboards, reports, and KPIs. - Ability to lead data mining, predictive modelling, and ML-based analytics using Python, R, or equivalent. - Hands-on with ETL pipelines and data transformation tools (SSIS, Talend, Informatica). - Experience with Azure, AWS, or Google Cloud analytics and data services. - Experience in managing data/BI teams, project delivery, mentoring, and cross-department collaboration. - Strong written and verbal communication skills, especially in presenting data insights to business stakeholders. **Remuneration & Age:** - The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. - The maximum age limit is **45 years** as of the closing date of the advertisement.

(vi) Team Lead (Human Resource)

Responsibilities:	Skills, Knowledge & Abilities (SKA):
- To lead HR operations and introduce HRIS or digitalization in HR processes. - To develop and implement HR policies in line with legal and regulatory requirements. - To develop and implement HR strategies and initiatives aligned with overall business strategy of the company. - To develop and implement service standards, performance metrics, and quality assurance processes. - To use HR data and analytics to support decision-making, track trends, and improve workforce outcomes - To design and lead capacity building programs with a focus on technical, managerial, and leadership domains with training need assessments and annual training calendar. - To administer workforce planning and initiate talent	16-years Degree in Human Resources Management or Business Administration or Public Administration with specialization in Human Resource from a local/foreign university recognized by HEC. - Possesses a minimum of **8 years post-qualification relevant experience**. - In-depth knowledge of HR best practices. - Certification in HR from reputable national / international institutions will be an added qualification. **Remuneration & Age:** - The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience.

acquisitions with end-to-end recruitment and selection processes. • To foster an environment of reward and reprimand to encourage best performers. • To conduct departmental enquiries and recommend way forwards. • To manage performance appraisal systems and KPIs in the department. • To ensure compliance with labor laws and organizational guidelines.	• The maximum age limit is **45 years** as of the closing date of the advertisement.

(vii) Team Lead (Legal)

Responsibilities:	Skills, Knowledge & Abilities (SKA):
• To draft and review legal documents and contracts. • To maintain and regularly update the status of court cases filed by or against the company • To prepare comprehensive responses / comments for submitting in the courts. • To ensure compliance with all applicable laws and regulations. • To handle the legal matters and represent the company in legal proceedings, as required. • To liaison with the engaged counsels of the company, where engaged. • To represent the legacy matters of the company before the court of Law. • To assist in privatization affairs of the public sector entities. • To provide legal assistance in regulatory and sectoral matters referred to the company by the relevant authorities. • To provide legal advice and support as required within the company. • To ensure compliance with applicable laws and regulations.	• **Bachelor's degree in Law (LLB)** from a HEC recognized/affiliated institute/university. • Master's degree in Law **(LLM)** from a recognized institute will be an added qualification. • The candidate possesses an experience of **8 years as practicing lawyer/ Corporate Lawyer / In-house Counsel.** • Minimum **5 years of experience as a practicing lawyer enrolled with the Bar.** • Possessing relevant experience in corporate and regulatory laws will be preferred. • Experience in legal advisory or advocacy for power sector entities will be considered an added advantage. **Remuneration & Age:** • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is **45 years** as of the closing date of the advertisement.

Instructions

Interested candidates having relevant qualifications and experience should apply as follows:

i. Candidates are required to apply on-line by visiting the PPMC website site i.e. www.ppmc.gov.pk and apply on the prescribed format and upload detailed CV, Educational Certificates, Experience Certificates, CNIC and Photograph.
ii. One complete set of documents with signed online application form shall be forwarded on below mentioned address.
iii. The last date to apply is *14th June 2025.*
iv. Only short-listed candidates will be invited for interviews.

Chief of Corporate Services and Coordination PPMC
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