



POWER PLANNING AND MONITORING COMPANY (PPMC)

CAREER OPPORTUNITIES

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) Specialist Policy (Global)

Responsibilities:

- Identifying and defining regional and thematic scanning priorities across the global energy and power landscape.
- Support the design and implementation of standardized scanning methodologies and Standard Operating Procedures (SOPs).
- Coordinate closely with the Advanced Analytics Team for development, piloting, and refinement of the Global Tracking Portal and related monitoring tools.
- Conduct periodic policy scans and contribute to the drafting of quarterly policy briefs on emerging international energy trends and strategic developments.
- Contribute to the development of the annual Global Energy Scanning Report and Strategic Outlook by synthesizing scanning data, global best practices, and comparative insights.
- Establish coordination protocols and feedback loops with the Local Policy Unit for alignment with national policy processes.
- Lead analytical drafting of policy inputs to support revision and amendment cycles of Localized Policy and Regulatory Instruments including the National Electricity Plan.
- Participate in inter-unit workshops and ensure technical accuracy, clarity, and relevance of all outputs under GPSU's mandate.

Skills, Knowledge & Abilities (SKA):

- **Bachelor's or Master's degree in Engineering (e.g., Electrical, Electronics, Mechanical, Mechatronics, Energy Systems)** from a HEC-accredited institution, or a Bachelor's in Public Policy or any other relevant degree from a recognized university.
- The candidate must have **05 years of experience** in a reputable national / multinational organization.
- Candidates having relevant experience will be preferred.
- Candidates with a background working alongside international development partners and multilateral organizations will be given preference.
- Strong experience in policy brief development, international policy benchmarking, and data-supported decision making.
- Working knowledge of energy transition pathways, regulatory scanning, and long-term policy forecasting.
- Familiarity with policy-tracking portals and analytical tools will be preferred.
- Proven ability to synthesize large volumes of information into actionable insights.
- Excellent written and verbal communication skills with demonstrated stakeholder engagement ability.

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 **40 years** as of the closing date of the advertisement.

(ii) Specialist (Legal)

Responsibilities:

- Provide assistance for legal opinions on applicable laws, undertaking special assignments, and implementing

Skills, Knowledge & Abilities (SKA):

- **Bachelor or Masters of Law (LLB or LLM) / Bar at Law.**

<p>proactive legal strategies including compliance, preventive legal measures, and litigation management.</p> <ul style="list-style-type: none"> • Provide legal counsel across all business functions, including preparation legal cases, drafting rules, agreements, MoUs etc. • Review legal & Regulatory documents including policies, Regulatory instruments, replies, applications, petitions, appeals, and other submissions to ensure accuracy and compliance. • Draft, review, and approve legal correspondence and documents prepared by relevant sections, providing legal input where required. • Prepare case summaries, supporting materials, and legal briefs for senior management regarding ongoing or prospective litigation and arbitration involving designated companies or contracts. • Prepare Due Diligence Reports on periodic basis specifying the Gaps under prevailing legal & regulatory frameworks and provide recommendations • Facilitate communication with external legal counsel and law firms, providing guidance and case-specific instructions, ensuring timely preparation and vetting of legal documents. • Ensure compliance with relevant national and international laws and regulations. • Represent the organization at various forums and/or consult with external counsel when required. • Coordinate with internal & external stakeholders including Regulatory bodies and policy makers, ensuring the alignment and supporting reforms. 	<ul style="list-style-type: none"> • The candidate must have 05 years of relevant experience in a reputable national / multinational organization. • License to practice in law in Islamic Republic of Pakistan. • Relevant experience in government sector, preferably within the power sector. • Excellent command of professional writing, meeting facilitation, and institutional documentation protocols. • Familiarity with the organizational and regulatory landscape of Pakistan's power/energy sector is essential. • Strong legal research acumen, drafting, project coordination and organizational skills, with the ability to manage multiple institutional relationships under tight deadlines. <p><u>Remuneration & Age:</u></p> <ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.
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(iii) Specialist (Distribution Planning)

Responsibilities:

- Development of models and analytic tools for evaluation of prospective actions/targets/tasks for short/medium /long-term planning.
- Define and prepare baseline assessments of the distribution network, including load profiles, asset conditions, and operational performance.
- Conduct detailed technical analysis for distribution networks using optimization tools to evaluate and optimize power flow, reliability, and efficiency within the distribution system.
- Support short-, medium-, and long-term planning of the distribution network in alignment with projected demand growth, regulatory requirements, and investment priorities.
- Prepare and update distribution master plans, incorporating demand trends, population growth, and urban development.
- Preparing of techno-commercial models for distribution segments.
- Collaborate with the GIS and IT teams to ensure accurate, real-time integration of network asset data into planning and simulation tools.
- Analyze network readiness for renewable energy integration, distributed generation, smart grids, and electrification.
- Develop and present technical reports, planning briefs, and investment proposals to senior management, and relevant stakeholders.
- Leverage data management and analytics to enhance planning processes and continuously monitor system performance.
- Update modeling data on a monthly basis.
- Organize and prioritize work effectively, maintaining strong communication and a collaborative working relationship with colleagues both within and outside the organization.
- Ensure planning practices are aligned with the National Electricity Plan (NE Plan), and NEPRA Performance Standards (Distribution).

Skills, Knowledge & Abilities (SKA):

- **Bachelor's or Master's degree in Electrical Engineering** (at least 16 Year of Education) from HEC recognized university.
- The candidate must have **05 years of relevant experience** in a reputable national / multinational organization.
- Individuals having Experience in distribution planning and financial analysis are encouraged to apply.
- Strong project-management skills, with experience leading cross-functional teams and multi-stakeholder consultations.
- Excellent written and verbal communication skills, including drafting concise briefs, reports and legal-policy summaries.
- Demonstrated stakeholder-management and negotiation skills, with the ability to build consensus across diverse groups.
- Knowledge about international and national standards
- Meticulous attention to detail and version control, with proven ability to meet tight reporting deadlines.

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 **40 years** as of the closing date of the advertisement.

(iv) Specialist (Transmission Planning)

Responsibilities:

- Develop models and analytical tools to evaluate prospective actions, performance targets, and tasks for short-, medium-, and long-term transmission planning.
- Define and prepare baseline assessments for the Transmission networks, including asset conditions, power flows, and operational performance.
- Conduct techno-commercial analysis for transmission networks using optimization tools to analyze the impacts on System Security and energy affordability.
- Perform resource assessments considering the sensitivities and scenarios of long-term generation expansion and penetration of demand side resources ensuring alignment with planning objectives.
- Identify and assess risks for debottlenecking and propose mitigation directives.
- Collaborate with planners and stakeholders to integrate insights from long-, medium-, and short-term planning, ensuring a cohesive approach to network development.

Skills, Knowledge & Abilities (SKA):

- **Bachelor's or Master's degree in Electrical Engineering** (at least 16 Year of Education) from HEC recognized university.
- The candidate must have **05 years of relevant experience** in a reputable national / multinational organization.
- Understanding of Transmission network and allied experience/certification shall be preferred.
- Strong project-management skills, with experience leading cross-functional teams and multi-stakeholder consultations.
- Excellent written and verbal communication skills, including drafting concise briefs, reports and legal-policy summaries.

<ul style="list-style-type: none"> • Carry out R&D related to emerging technologies & trending resources in transmission system along with incorporation in planning framework. • Leverage data management and analytics to enhance planning processes and continuously monitor system performance. • Update modeling data on a monthly basis. • Organize and prioritize work effectively, maintaining strong communication and a collaborative working relationship with colleagues both within and outside the organization. • Develop and present technical reports, planning briefs, and investment proposals to senior management, and relevant stakeholders. 	<ul style="list-style-type: none"> • Demonstrated stakeholder-management and negotiation skills, with the ability to build consensus across diverse groups. • Knowledge about international and national standards • Meticulous attention to detail and version control, with proven ability to meet tight reporting deadlines. <p>Remuneration & Age:</p> <ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.
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(v) Specialist (Risk Management)	
<p>Responsibilities:</p> <ul style="list-style-type: none"> • Support in identifying and evaluating technical risks related to energy security and sustainability, including risks from system overloading, failure of ancillary services, aging infrastructure, fuel pricing, and disruptions caused by the increasing integration of intermittent renewable energy sources. • Conduct preliminary risk scoring of technical vulnerabilities and contribute to the development and refinement of indicators for development of risk management framework. • Develop and apply risk indicators in the technical domain covering key parameters such as electricity demand trends, supply adequacy, sales variation, grid performance, disruptive technologies and fluctuations in primary fuel supply & prices (e.g., RLNG, coal, oil). • Carry out scenario analysis and simulations across the energy value chain to support system planning, to carry out impact assessments particularly under stressed or uncertain conditions. • Assess externalities and global shock transmission pathways—such as international fuel price volatility, geopolitical disruptions, or global supply chain constraints—on domestic power system stability and resilience. • Support performance benchmarking and asset evaluation exercises, comparing domestic systems and technologies against regional and international best practices. • Conduct research on international case studies, standards, and methodologies for managing technical risks, with a focus on applicability to the national context. • Collaborate closely with regulatory, planning, and commercial teams to ensure that technical risk insights are integrated into broader decision-making and strategic planning processes. • Provide detailed technical inputs to the Strategic Risk Assessment Report (SRAR) and contribute to technical components of the National Electricity Plan (NE-Plan) and other related policy and planning documents. • Engage with stakeholders across utilities, regulatory bodies, and research institutions to gather input, validate assumptions, and disseminate findings related to technical risk management. 	<p>Skills, Knowledge & Abilities (SKA):</p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in Mechanical / Electrical / Mechatronics / Energy Engineering / Risk Management or related field from a HEC recognized / affiliated institute / university. • The candidate must have 05 years of experience in a reputable national / multinational organization. • Strong analytical and problem-solving skills, with the ability to interpret complex data and provide actionable insights. • Excellent communication and interpersonal skills to effectively interact with senior management and stakeholders. <p>Remuneration & Age:</p> <ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.

(vi) Specialist Policy (Local)	
<p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> • Development and maintenance of the Local Policy Repository: lead baseline scans of existing policies, update the repository with new developments, and ensure data integrity and version control. • Conduct and oversee initial policy-scan pilot processes, including coordination sessions with the Global Policy Scanning Unit and testing of the contradiction-identification & escalation workflow. • Prepare and deliver the Policy Scan Brief and subsequent scan summaries, synthesizing insights into concise, actionable deliverables for senior leadership. • Coordinate with the Advanced Analytics Team to pilot the Local Tracking Portal: define requirements, conduct user testing, troubleshoot issues, and document outcomes. • Lead NEP review activities: conduct internal workflow/tool reviews, refine scanning strategies, and develop the framework for a continuously updated NEP draft. • Manage Reporting & Legal Integration: engage legal/regulatory advisors, formalize the contradiction-alert process, and draft the Policy Consistency Reports. • Oversee stakeholder mapping and engagement for policy-consistency tracking and support external training coordination with partners. • Facilitate cross-function synthesis workshops and integrate global insights into the local policy landscape. • Ensure timely delivery of NE Plan-mandated reports (quarterly, semi-annual, and annual). 	<p><u>Skills, Knowledge & Abilities (SKA):</u></p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in Engineering (e.g., Electrical, Electronics, Mechanical, Mechatronics, Energy Systems) from a HEC-accredited institution, or a Bachelor's in Public Policy or any other relevant degree from a recognized university. • The candidate must have 05 years of experience in a reputable national / multinational organization. • Candidates with a background working alongside multilateral organizations will be given preference. • Proven ability to draft Standard Operating Procedures (SOPs), monitoring frameworks, and "living draft" update protocols. • Strong analytical skills, with hands-on experience in data-driven policy-monitoring tools and portal management. • Excellent written and verbal communication skills, including the ability to distil complex policy issues into clear, impactful reports. • Exceptional project-management capabilities: adept at planning multi-stakeholder workshops, setting milestones, and meeting tight deadlines. • Meticulous attention to detail, strong organizational skills, and proficiency in Microsoft Office and project-management tools. • Ability to work independently and collaboratively, with a proactive, solution-oriented mindset. <p><u>Remuneration & Age:</u></p> <ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.

(vii) Specialist (Energy Finance)	
<p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> • Coordinate with donor agencies to support project financing needs, including preparation of financing proposals, documentation, and compliance with funding requirements. • Assist in the design and evaluation of PPP models for energy sector investments, conducting financial and risk assessments. • Support development of green finance strategies, including accessing climate finance (e.g., GCF, Adaptation Fund) and designing carbon market mechanisms. 	<p><u>Skills, Knowledge & Abilities (SKA):</u></p> <ul style="list-style-type: none"> • 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 / Master's in Engineering (with relevant certifications) from HEC recognized / affiliated institute / university. • The candidate must have 5 years of experience in a reputable national / multinational organization.

<ul style="list-style-type: none"> • Monitor implementation of PSDP energy projects, compile financial progress reports, and flag bottlenecks for resolution. • Contribute to the operation of the One-Window Facility for climate finance by preparing documentation and supporting negotiation processes. • Prepare foreign exchange forecasts and briefs, and support coordination with SBP and relevant departments on foreign currency management. • Liaise with commercial banks and DFIs to explore financing solutions aligned with national clean energy goals. • Conduct research on digital financial tools and propose integration pathways into the energy financing ecosystem. • Draft briefs, presentations, and analytical notes to support strategic decision-making on financing issues. 	<ul style="list-style-type: none"> • Candidates having experience of power sector will be given preference. <p>Remuneration & Age:</p> <ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.
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(viii) Specialist (Finance)	
<p>Responsibilities:</p> <ul style="list-style-type: none"> • Prepare accurate financial statements / reports in compliance with IFRS and regulatory standards. • Lead budgeting and forecasting processes, ensuring alignment with organizational goals. • Maintain and manage the fixed asset register, ensuring timely capitalization, depreciation, and physical verification. • Oversee accounts payable and receivable cycles, ensuring timely payments and collections. • Develop and monitor cash flow forecasts to ensure liquidity and efficient fund utilization. • Manage banking relationships and facilitate fund mobilization. • Ensure timely and accurate tax filings and implement tax planning strategies. • Coordinate and support pre-audit activities, ensuring readiness and resolution of discrepancies. • Ensure compliance with internal controls, audit requirements, and financial regulations. • Provide financial insights and recommendations to support strategic and operational decisions. 	<p>Skills, Knowledge & Abilities (SKA):</p> <ul style="list-style-type: none"> • 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 16 years) 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. <p>Remuneration & Age:</p> <ul style="list-style-type: none"> • 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.

(ix) Specialist (Networks & IT Support)	
<p>Responsibilities:</p> <ul style="list-style-type: none"> • Oversee the design, implementation, and maintenance of data center infrastructure, including servers, storage, and network systems. • Monitor data center performance metrics to ensure optimal operation and identify areas for improvement. • Develop and enforce data center policies and procedures to maintain high availability and security standards. 	<p>Skills, Knowledge & Abilities (SKA):</p> <ul style="list-style-type: none"> • MS (18 Years) or BS (16 Years) in Computer Science / Software Engineering / IT / Telecom Networking / Engineering from an HEC-recognized university • The candidate must have 05 years of relevant experience in a reputable national / multinational organization.

<ul style="list-style-type: none"> • Coordinate with vendors and contractors for equipment procurement, installation, and maintenance services. • Implement disaster recovery and business continuity plans to safeguard critical data and services. • Ensure compliance with industry regulations and standards, conducting regular audits and assessments • Oversee the installation, configuration, and troubleshooting of hardware and software components. • Manage capacity planning and resource allocation to meet current and future organizational needs. • Ensure effective incident management and resolution processes are in place for data center issues. • Maintain documentation of data center systems, configurations, and procedures for reference and compliance. • Evaluate and implement new technologies to enhance data center efficiency and performance. • Ensure proper environmental controls are in place, including cooling, power, and fire suppression systems. • Monitor and manage data center security measures, both physical and digital, to protect assets and information. • Participate in strategic planning for data center expansion or consolidation projects. • Analyze and report on data center performance, providing insights and recommendations to senior management. 	<ul style="list-style-type: none"> • Proficiency in managing data center infrastructure, including servers, storage systems, and networking equipment. • In-depth understanding of virtualization technologies such as VMware vSphere/ESXi and Microsoft Hyper-V. • Expertise in cloud computing platforms, including AWS, Azure, and Google Cloud, for hybrid and multi-cloud environments. • Strong knowledge of data center infrastructure management (DCIM) tools for monitoring and managing data center resources. • Experience with automation and orchestration tools like Ansible, Puppet, and Kubernetes to streamline operations. • Familiarity with containerization technologies such as Docker and Kubernetes for scalable deployments. • Competence in network infrastructure management, including routers, switches, firewalls, and load balancers. • Understanding of compliance standards and regulations such as GDPR, HIPAA, and ISO 27001 <p><u>Remuneration & Age:</u></p> <ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.
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(x) Specialist (Project Evaluation & Monitoring)	
<p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> • Monitoring the progress of Donor's Funded and PSDP projects of DISCOs. • Conduct comprehensive evaluation and performance analysis of distribution projects. • Develop and implement standardized monitoring frameworks and evaluation tools. • Collect, analyze, and interpret project data to assess progress, identify risks and propose improvements. • Prepare detailed evaluation reports with actionable insights and recommendations. • Collaborate with project managers, technical experts, and other stakeholders to gather necessary data and ensure data accuracy. • Ensure compliance with relevant regulations, policies, and standards. • Monitor project timelines, budgets, and outcomes to assess efficiency and effectiveness. • Identify and analyze potential challenges and risks affecting project success. 	<p><u>Skills, Knowledge & Abilities (SKA):</u></p> <ul style="list-style-type: none"> • Bachelor's or Master's degree in Electrical / Electronics Engineering or a related field from HEC-recognized institution. • The candidate must have 08 years of relevant experience (Power Distribution Network systems including project monitoring, planning and evaluation within the distribution sector.) in a reputable national / multinational organization. • Proven experience in data analysis, project evaluation, and reporting. • Excellent analytical and problem-solving skills. • Strong communication and interpersonal abilities. • Proficiency in using Microsoft Excel, Project Management and Data analysis software(s). • Knowledge of national energy policies and regulatory frameworks. • Ability to work independently and as part of a multidisciplinary team. <p><u>Remuneration & Age:</u></p>

<ul style="list-style-type: none"> • Provide technical support to project teams regarding monitoring and evaluation processes. • Facilitate capacity building and training workshops related to project monitoring and evaluation. • Coordination with DISCOs for the implementation of the National Electricity Plan. 	<ul style="list-style-type: none"> • 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.
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(xi) Specialist (Systems Analyst)	
<p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> • Develop functional specifications and collaborate with IT teams to design appropriate system solutions. • Lead and coordinate user acceptance testing (UAT) and support the deployment of new systems or enhancements. • Lead Cross-functional developments in coordination with internal & external teams to deliver high quality products and services • Driving project planning, sprint management, and task prioritization to meet development milestones, in coordination with the Project Leads. • Facilitate business process mapping and improvement initiatives in collaboration with functional heads. • Serve as a bridge between business users and technical teams to ensure effective communication and implementation. • Prepare BRDs, FRDs and use cases while managing requirement traceability. • Conduct training sessions and create user manuals or SOPs for implemented solutions. • Support in identifying and managing risks related to business systems and user adoption. 	<p><u>Skills, Knowledge & Abilities (SKA):</u></p> <ul style="list-style-type: none"> • BS (16 Years) or MS (18 Years) in Computer Science / Software Engineering / IT / Telecom Networking Engineering or related fields from an HEC-recognized university. • The candidate must have 05 years of experience in a reputable national / multinational organization. • Strong ability to communicate technical details in business terms and vice versa. • Familiarity with Agile methodologies, sprint planning, and iterative delivery. • Adept at performance profiling and optimization for platforms. • Proficient in version control tools for collaborative development. • Capable of preparing test plans, conducting UAT, and ensuring solution alignment with requirements. • Ability to coordinate with cross-functional teams including developers, QA, and business users. • Proficiency in programming languages like PYTHON / JavaScript etc. • Hands-on experience with tools like Visio, Bizagi, or BPMN for process design and reengineering. <p><u>Remuneration & Age:</u></p> <ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.

(xii) Specialist (Monitoring)	
<p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> • Support the Ministry of Energy (Power Division), in developing, implementing, and overseeing strategic road maps for DISCOs. • Coordination and Monitoring of strategic roadmaps of Prime Minister's Office, Cabinet and other policy units. • Prepare detailed reports on DISCOs on Regulatory / Policy targets, actual performance and provide recommendations 	<p><u>Skills, Knowledge & Abilities (SKA):</u></p> <ul style="list-style-type: none"> • Bachelors / Masters Degree in Electrical / Electronics / Mechanical Engineering or CA / ACMA / ACCA / CIMA / CFA or member of professional body of Accountants, or Master's degree in Finance/ or related fields (at least 16 years) from HEC recognized / affiliated institute / university

<ul style="list-style-type: none"> • Develop and update Power Dashboard, summarizing key sector KPIs for executive decision-making. • Evaluate DISCOs' performance using standardized frameworks, producing scorecards and performance insights. • Coordinate with regulatory bodies and policy makers, ensuring data alignment and supporting sectoral reforms. • Prepare high-level presentations and stakeholder reports, translating complex sector data into actionable insights. • Conduct comprehensive financial reviews of DISCOs, evaluating profitability, cost structures, and fiscal sustainability. 	<ul style="list-style-type: none"> • The candidate must have 07 years of experience in a reputable national / multinational organization. • Candidates having experience of power sector will be given preference. <p><u>Remuneration & Age:</u></p> <ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.
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(xiii) Specialist (Creative and Communications)	
<p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> • Develop and implement a comprehensive communications and creative strategy for PPMC, covering both internal and external communications. • Conceptualize, establish, and oversee the organization's brand identity, including the development and enforcement of brand guidelines and visual standards. • Lead the creation and execution of a brand strategy that ensures consistency across all public-facing materials and communications including websites, social media platforms, and digital campaigns. • Build an ecosystem nationally and internationally for future collaborations, partnerships, and thought leadership opportunities. • Disseminate and advocate for PPMC's policies, reports, initiatives, websites, and newsletters across diverse platforms and stakeholder groups. • Manage content creation, graphic design, visual storytelling, and multimedia production aligned with PPMC's brand. • Support leadership with speeches, presentations, talking points, and strategic communication for high-level engagements. • Coordinate with external agencies, consultants, and vendors for design, print, digital, and media campaigns as required. • Monitor, evaluate, and report on the effectiveness of communication strategies and campaigns, providing actionable recommendations for improvement. • Train, mentor, and manage junior communications and graphic design team members and ensure a culture of creativity, innovation, and audience-centered thinking within the team. 	<p><u>Skills, Knowledge & Abilities (SKA):</u></p> <ul style="list-style-type: none"> • Bachelors (16-years education) or Master's in Visual Arts, Visual Communication Design, Marketing and Communication or any related field recognized from HEC recognized institute or university. • The candidate must have 05 years of relevant experience in a reputable national / multinational organization. • The candidate must have strong writing, editing, and storytelling skills across multiple platforms (digital & non-digital) for diverse audiences. • Advanced graphic design and multimedia production skills (proficiency in Adobe Creative Suite or equivalent). • Strategic thinking and planning for communications, advocacy, branding, and public engagement. • Deep understanding of brand identity development, brand strategy, and visual communication standards. • Knowledge of communications' best practices for the public sector, energy sector, or development organizations. • Strong project management and organizational skills; ability to prioritize multiple projects under tight deadlines. • Ability to build and manage partnerships, coordinate with vendors, and work across multi-disciplinary teams. • Analytical skills to monitor communication effectiveness and adjust strategies based on evidence. • Creativity, innovation, and adaptability in developing communications solutions. • (Preferred) Understanding of energy sector dynamics, public policy environment, and stakeholder engagement in Pakistan. <p><u>Remuneration & Age:</u></p>

	<ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.
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(xiv) Specialist (Trainings & Capacity Building)	
Responsibilities: <ul style="list-style-type: none"> • Design and implement comprehensive training and capacity-building programs aligned with organizational goals and professional development needs. • Identify training requirements across departments with a focus on skill enhancement, and performance improvement. • Plan and deliver in-house training sessions on essential tools, software, and professional skills, ensuring operational efficiency across all staff levels. • Collaborate with department heads to develop role-specific and cross-functional training modules that support career progression and team objectives. • Establish partnerships with external corporate training providers and institutes for specialized learning opportunities and certifications. • Monitor and evaluate training effectiveness through structured feedback, performance assessments, and impact analysis to ensure continuous improvement. • Facilitate leadership development initiatives and succession planning to strengthen internal talent pipelines. • Coordinate wellness programs, extracurricular activities, and team-building events to support employee wellbeing and foster a positive work culture. • Support change management efforts by equipping employees with necessary skills and knowledge for organizational transitions. • Maintain training records, assess capacity-building outcomes, and provide data-driven insights for strategic workforce planning. • Review and refine current training practices, recommending innovative approaches to enhance employee development and engagement. 	Skills, Knowledge & Abilities (SKA): <ul style="list-style-type: none"> • Bachelor / Master degree in Human Resources / Business Administration or related fields from HEC recognized / affiliated institute / university. • The candidate must have 05 years of relevant experience in a reputable national / multinational organization. Remuneration & Age: <ul style="list-style-type: none"> • The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience. • The maximum age limit is 40 years as of the closing date of the advertisement.

Instructions

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

- 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.
- One complete set of documents with signed online application form shall be forwarded on below mentioned address.
- The last date to apply is **14th June 2025**.
- Only short-listed candidates will be invited for interviews.

Chief of Corporate Services and Coordination PPMC
Office # 112, Evacuee Trust Complex, Agha Khan Road, F-5/1, Islamabad