



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 positions from the eligible persons, who can perform the tasks assigned under the thematic areas of the company as mentioned above. 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) Chief Technical Services

Responsibilities:

To lead the Technical Services department of PPMC on the following activities:

- Developing of uniform Design & Standards for distribution sector of Pakistan
- Harmonization of Design & standards across National/Provincial utilities
- Oversee the establishment and continuous improvement of a centralized design and standards registry, ensuring alignment with national requirements and global best practices.
- Ensure consistency and uniform application of approved technical standards, specifications, and guidelines across all DISCOs.
- Lead the identification and resolution of systemic gaps in technical standards, including coordination with stakeholders for harmonization and corrective action.
- Coordinate the integration of emerging technologies and automation systems — including AMI, Net Metering, APMS, and protection schemes — into technical design frameworks.
- Provide high-level technical input for strategic initiatives, reforms, and investment plans related to power distribution infrastructure.
- Strategic collaboration with international counterparties/institutions/ department/ organizations to develop & operate the functions on the contours of best global practices and needs
- Supervise and guide the work of Team Leads and technical staff involved in design, standardization, and technical evaluation processes.
- Review of PC-1 documents submitted by Power Sector Entities for approval
- Guiding Power Sector Entities in automation through development of IT enabled infrastructure, thereby enabling efficient operations, reporting and communication.
- Localization measures through development of indigenization frameworks (while enabling cross-sectoral integration) for the progressively enhancing local footprint in the power sector value chain, informed indigenization target setting, local capabilities, policy levers and exploring various mechanisms to incentivize or

Skills, Knowledge & Abilities (SKA):

- Bachelor in Electrical / Electronics / Mechanical Engineering (16 years) from HEC recognized / affiliated institute / university. Possessing Masters in Electrical / Electronics / Mechanical / Business Administration (18 Years) will be an advantage.
- The candidate must have **fifteen (15) years post qualification relevant experience with five years in a senior management position** in a reputable national / multinational organization.

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

<p>obligate indigenization targets (through joint ventures, fiscal /financial incentives, tariff incentives, etc.)</p> <ul style="list-style-type: none"> • Facilitation of economical funding for the sector from the international donor agencies / institutions. • Track developments in power system technologies, design methodologies, and regulatory trends, and incorporate relevant insights into the organization's technical roadmap. • Third party inspection of procurement of 11 kV and below equipment's by DISCOs and others to maintain uniform design and standards. • Assist MoE (PD) in engagement with government bodies, meetings of Senate, parliamentary committees and track legislative developments • Support the capacity-building function by identifying technical training needs and guiding the development of technical skill enhancement programs in coordination with HR. 	
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(ii) Chief Monitoring and Reporting

Responsibilities:

To lead the Monitoring and Reporting Department of PPMC on the following activities:

- Provide strategic oversight for the development, implementation, and continuous improvement of performance monitoring frameworks for DISCOs in alignment with national priorities and sectoral reforms.
- Supervise the formulation and execution of strategic monitoring plans, including the National Electricity Plan (NE Plan), Power Sector Reform Plan, and related initiatives.
- Oversee the development and monitoring of Key Performance Indicators (KPIs) for Generation, Transmission, and Distribution entities, ensuring alignment with regulatory, commercial, operational, and policy objectives.
- To act as a support to the Ministry of Energy (Power Division) in monitoring, coordination and implementation framework pertaining to strategic roadmaps & monitoring of DISCOS, Transmission & System Operations, Market Operations, PITC
- Technical advisory & executive support for development of strategic plans, facilitation for formulation and execution of Performance Contracts, capacity building of the sectoral entities, provision of assistance for formulation of strategies & business plans & billing design of consumer categories.
- Lead the performance contract management function, including coordination with Boards of Directors of sector entities for progress evaluation, compliance tracking, and accountability.
- Supervise the work of Team Leads and technical staff across Strategic Planning, DISCOs Monitoring, and Regulatory & Constitutional Discrepancies functions.
- Ensure uniformity, accuracy, and consistency of reported data across all distribution companies through robust data validation protocols.
- Oversee the development and integration of sector-wide digital platforms for real-time performance monitoring, reporting, and KPI visualization.
- Guide the preparation of periodic analytical briefs and performance summaries for internal decision-making and external reporting.
- Lead the institutional response and monitoring of legal & regulatory directives and constitutional matters pertaining to DISCOs, including coordination with legal and policy teams.
- Promote the use of digital tools and dashboards to enhance performance tracking, transparency, and data-driven decision-making across PPMC and associated entities.
- Represent PPMC in inter-agency coordination forums, ministerial meetings, stakeholder engagements, and strategic review sessions, as delegated.

Skills, Knowledge & Abilities (SKA):

- Bachelor in Electrical / Electronics / Mechanical Engineering (16 years) from HEC recognized / affiliated institute / university. Possessing Masters in Electrical / Electronics / Mechanical (18 Years) will be an advantage.
Or
- CA / ACMA / ACCA / CIMA / CFA / Master's degree in Finance / MBA or related fields (at least 16 years) from HEC recognized / affiliated institute / university.
- The candidate must have **fifteen (15) years post qualification relevant experience with five years in a senior management position** in a reputable national / multinational organization.

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

(iii) Chief Auditor

Responsibilities:

To lead the Audit Department of PPMC on the following activities:

- Lead the development and implementation of a comprehensive, risk-based internal audit framework aligned with the organization's strategic objectives, regulatory requirements, and industry best practices.
- Ensure full compliance with applicable legal, regulatory, and corporate governance frameworks through robust internal audit processes and periodic reviews.
- Assess the adequacy, effectiveness, and efficiency of internal controls, financial reporting systems, and operational procedures to safeguard organizational assets and ensure accurate financial disclosures.
- Conduct objective evaluations of accounting, financial, credit, operational, and compliance activities, providing independent assurance to the Board and senior management on the effectiveness of risk management and control systems.
- Formulate and execute comprehensive internal audit plans and programs covering all aspects of organizational operations, ensuring systematic and disciplined approaches to audit assignments.
- Maintain effective liaison with external and commercial auditors, regulatory bodies, and internal stakeholders to ensure coordination, transparency, and alignment on audit-related matters.
- Build and lead a high-performing internal audit team by recruiting, mentoring, and developing audit professionals to deliver high-quality audit services and meet evolving organizational needs.
- Collaborate closely with the Audit Committee of the Board and the Board of Directors, providing regular updates, reporting audit findings, and conducting special audits or investigations as directed.
- Deliver clear, concise, and insightful audit reports, including recommendations for improvement, to senior management and the Board, supporting strategic decision-making and operational enhancements.
- Identify, evaluate, and implement innovative technologies and electronic audit tools to enhance audit efficiency, internal controls, and overall organizational governance.

Skills, Knowledge & Abilities (SKA):

- A member of a recognized body of professional accountants having qualification of CA / CMA / ACCA / MBA (Finance) from reputed local or international University/Institute recognized by HEC.
- The candidate must have **fifteen (15) years post qualification experience with five years relevant experience in a senior management role** in a reputable national / multinational organization.
- The candidate should possess experience related to **Auditing and risk management, designing of internal control procedures, effective compliance of financial reliability in public/private sector with understanding of governance, risks and risks controls especially in SOEs or public sector projects.**

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

(iv) Chief Corporate Services & Coordination

Responsibilities:

To lead the Services and Coordination Department of PPMC on the following activities:

- Oversee recruitment, talent acquisition, succession planning, employee engagement and talent retention.
- Manage office operations, procurement, logistics, security, and facility services
- Develop training programs, skill development initiatives, and industry exchange partnerships
- Implement health, safety, environmental, and quality standards, ensuring regulatory compliance
- Provide legal advisory, contract management, dispute resolution, and maintain secure records
- Facilitate collaboration between corporate services, technical teams, and external stakeholders.
- Transition of all manual core HR functions to a fully digital platform to enhance efficiency & accuracy.
- Develop and implement policies and frameworks to ensure accountability, transparency, and compliance across HR, administrative, and legal functions.
- Monitor, evaluate, and report on departmental performance through structured KPIs and operational dashboards.
- Ensure alignment of corporate services functions with the strategic objectives of the organization, including support for technical and policy initiatives.
- Supervise and coordinate inter-departmental planning for organizational events, communications, and official engagements.
- Promote a culture of continuous improvement, professionalism, and service excellence within HR&A and Legal teams.

Skills, Knowledge & Abilities

(SKA):

- Master's in Business Administration/ Public Administration/ Human Resource Management from HEC recognized / affiliated institute / university.
- The candidate must have **fifteen (15) years post qualification relevant experience with five (5) years in a senior management position** in reputable national / multi-national organizations.

Remuneration & Age:

- The selected candidate will be offered a market-based, competitive remuneration package, commensurate with their skills and experience.
- Upto **58 years** on the closing date of advertisement. No age relaxation is allowed.

(v) Company Secretary	
<u>Responsibilities:</u> <ul style="list-style-type: none"> • Ensure compliance with SECP's Code of Corporate Governance, SOE Act 2023, and other applicable laws. • Organize and manage Board meetings, Committee meetings, and AGMs including agenda preparation, circulation of papers, and minute writing. • Facilitate communication between the Board, management, and regulators. • Support Board composition management, director appointments, and induction programs. • Maintain knowledge of relevant laws / regulations including Companies Act 2017, Power Division, NEPRA, PPRA, SECP etc • File statutory returns and disclosures on time; maintain statutory registers. • Safeguard company records, seals, share certificates, and incorporation documents. • Record resolutions, corporate actions, and policy decisions accurately. • Advise the Board on governance risks, conflicts of interest, and regulatory compliance. • Assist in drafting and updating internal governance policies. • Ensure regulatory communications are timely and accurate. • Align corporate governance frameworks with company strategy and statutory obligations. 	<u>Skills, Knowledge & Abilities (SKA):</u> <ul style="list-style-type: none"> • A member of a recognized body of professional accountants; or a member of a recognized body of corporate or chartered secretaries; or a person holding a Master's degree in Business or Finance or Commerce or Law from a university recognized by the Higher Education Commission. • The candidate must have ten (10) years' post qualification experience with at-least five (5) years relevant experience in reputable national / multi-national organizations. • The candidate must have an excellent verbal and written communication skills. • Must be fully conversant with the regulatory frame works for power sector companies. <u>Remuneration & Age:</u> <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. No age relaxation will be permitted.

Instructions

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

- Candidates are required to apply online on PPMC website www.ppmc.gov.pk on the prescribed format and upload the detailed CV, educational documents, experiences certificate, CNIC, photograph and fitness declaration.
- One complete set with printed online application may be forwarded on below mentioned address.
- The specimen declaration is placed on PPMC website (ppmc.gov.pk) and is required on a non-judicial stamp-paper that he/she is not ineligible for appointment to the relevant position in accordance with the requirements of fitness and propriety and the relevant provisions of the Schedule IV of the SOEs Act and Companies Act, 2017.
- The last date to apply is **29-07-2025**.
- Only short-listed candidates will be invited for interviews.

Chief Corporate Services and Coordination
Office # 112, Evacuee Trust Complex, Agha Khan Road, Islamabad