

**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, ACMA or CFA) 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></ul>

		<ul style="list-style-type: none"> <li>▪ Ability to analyze and present information on Financial matters in a clear and logical manner.</li> <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> </ul>

- Oversee accounting operations, analyze financial data related to Capital expenditures, Operating cost expenses, Human capital, borrowings, taxes and depreciations.
  - 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.

		<ul style="list-style-type: none"> <li>▪ Implement group measures by using derivative financial instruments to reduce risks associated with new projects and minimize or eliminate Pakistan Railways financial risks.</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.