

TORs OF THE POST OF ADVISOR (LAND MANAGEMENT) (MP-I)

Advisor (Land Management) (MP-I) (One post)		
1.	Required Educational Qualification	<ul style="list-style-type: none"> ▪ Ph.D OR Master Degree in Civil Engineering, Town Planning, Urban Planning, Business Administration, Public Administration, LLM, Financial Management OR any other relevant degree with 14 years experience in case of Ph.D and 18 year experience for Masters on Managerial position in Govt. or large Pvt. Sector in the field of Real Estate Development OR Management OR Land Management. ▪ Must have understanding of provincial Revenue record and its comparison with Railway land plan.
2.	Experience	<ul style="list-style-type: none"> ▪ Applicant with Ph.D qualification must have 14 years and 18 years in case of Master degree on managerial position relating to Land and General Management. ▪ Must have exclusive experience of at least 5 years in dealing with Land Development in any Govt. or Large Scale Private Organization. Out of which, 3 year experience should be of leadership position. (Large Scale Private Organization: 250 people or annual turn over of Rs. 1 billion) ▪ The person must have served for at least 03 years management experience at leadership position and dealing with organizational matters and financial management.
3.	Age Limit:	Maximum 62 years.
4.	Evaluation/Marking Criteria:	<ul style="list-style-type: none"> ▪ Qualification = 30 marks ▪ Experience = 30 marks ▪ Interview = 40 marks
5.	Purpose of the Position	<p>He will be overall Incharge of Land Management Department and will report to CEO/Sr. GM and will be responsible: -</p> <ul style="list-style-type: none"> ▪ To improve the Land Management in Pakistan Railway which includes execution of mega projects and to safeguard PR land asset from encroachments, ensure proper fencing, I.T Interventions to make policies, attending legal cases related to land. ▪ To make strategy to maximize the land revenue from commercial utilization of PR land for short term, long term, PPP projects etc. ▪ To liaison with Provincial Board of Revenue for rectification/ restoration of title of Railway land in the name of Federal Government/ Railways. ▪ To manage and lead all technical Real Estate Development projects under PPP mode in cooperation with Private sector, implementing bodies and key internal and external Government & private stakeholders. ▪ To propose mega projects on high valuable commercial Railway land under PPP mode and supervise all steps of execution i.e. from feasibility till execution of agreement with successful PPP partner.

		<ul style="list-style-type: none"> ▪ To examine all high profile Court cases/litigation and liaison with Railway Councils to propose certain changes in the land lease/licensing policies, specially revision in lease period of 5 years as decided by Supreme Court by referring the case to appropriate ministerial forum/cabinet for allowing Pakistan Railways to offer its land as equity in PPP project for concession period upto 49 years. ▪ To implement high scheme till final maturity and monitor the continuous inflow of revenue from private PPP partner OR as the case may be. ▪ To prepare and implement a separate organizational structure within Pakistan Railways, where the land management is done in professional manner and the operational officers are relieved of this extra burden, and they can concentrate on train operations which is our core area of business.
6.	Eligibility Criteria:	<ul style="list-style-type: none"> ▪ Applicant with the degree of Ph.D must have 14 years managerial experience and 18 years in case of master degree. ▪ Retired or serving officers of PAS (DMG) or Provincial Management Services or any other Government organization are eligible if they fulfill these conditions. ▪ Must have exclusive experience of at least 5 years in dealing with Land Development in any Govt. or Large Scale Private Organization. (Large Scale Private Organization: 250 people or annual turn over of Rs. 1 billion) ▪ The applicant must have served for at least 03 years management experience at leadership position and dealing with organizational matters and financial management. ▪ Knowledge of Railways systems will be additional advantage and well aware of linked department with land management department. ▪ Must be an expert of planning & Development and has the ability to plan Real Estate Development scheme on Railway land in different cities in PPP mode with the objective to utilize the proposed Railway land to its optimum commercial potential by providing sustainable revenue on annual basis. ▪ Must have the ability to use software to make effective decision regarding effective monitoring of already leased land, measures to retrieve encroached land and to identify new land parcels for commercial exploitation. ▪ Must have detail knowledge about all the revenue record implemented in the provinces of Pakistan. ▪ Understanding in Railways complexity, interface and interworking on all components will be an additional advantage. ▪ Understanding of Federal, Provincial & Railway policies for land acquisition, possession and other effective utilization. ▪ Ability to analyze the present land use in a logical manner.

		<ul style="list-style-type: none"> ▪ Must have the ability to get prepared the Architectural plans for new Real Estate Development Scheme. ▪ Must be well aware and have ample knowledge about the PPP rules and its implementation on Real Estate development projects with effective financial management. ▪ <i>Weightage should be given to those candidates who have served in real estate development, town planning, planning & development projects and have dealt with financial management, laws and policy formulation in land related matters, legal matters, urban development, PPP projects etc OR any other land related matters.</i>
7.	Job Description:	<p>To plan & ensure that:</p> <ul style="list-style-type: none"> ➤ Properties yield most advantageous maximum possible commercial returns, consistent with Railway core business. ➤ Current, medium term and long-term plans are drawn in line with Pakistan Railways Strategic Plan and business objective for non-case activities pertaining to Land Management. ➤ Real estate market to be constantly monitored and relevant trends are being followed while commercial exploitation of railway land especially high commercial value. ➤ Market intelligence is gathered, to assess the optimum potential for revenue generation and long-term corporate & plans under PPP mode or otherwise are drawn for effective and sustainable management of land. ➤ To take all effective measures to commercially exploit the railway land for preparing feasible business models through Marketing Manager, Sector Specialist/PPP by getting the scheme analyzed through Manager Finance and legal vetting of legal consultant. ➤ To maintain contact with appropriate professional bodies and ensure continuous professional development in Land Management Department of Pakistan Railways. ➤ To prepare annual, mid-term and long-term plans for commercial exploitation of Railway land which are consistent with the corporate business objectives. ➤ To review the policies of Land Management and make necessary arrangements as and when required in line with the position of law & rules envisaged in Pakistan Railways Engineering Code. ➤ To take effective measures to achieve the annual revenue targets and in time recovery of bill receivables. ➤ To have close liaison with Provincial Board of Revenue for restoration of title of Railway land.
8.	Salary and Perks (Management Position-I Scale)	
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.
9.	Contract Period:	
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.
10.	Discipline	As applicable in case of contract employees.
11.	Authority Management:	He will be overall In-charge of Land Matters and will report to CEO/Sr.GM.