



GOVERNMENT OF PAKISTAN
MINISTRY OF RAILWAYS
POSITIONS VACANT



Applications are invited for filling the following posts in the project titled “**Strengthening of Planning, Development, Monitoring and Evaluation Directorate (SPD&ME) Ministry of Railways, Islamabad** purely on contract basis under Project Pay Scales (PPS).

Sr. #	Description of the Posts	No. of Posts	Qualification	Eligibility/Experience	Age Limit
01	Director/ Business Development (PPS-10)	01	1. MBA/MS (Marketing/ Finance/ Project Management) 2. Additional qualification in Project Management will be preferred 3. Minimum 16 years of education 4. All degrees must be recognized by HEC	1. Over all 12 years’ work experience in project management 2. Experience of Public Private Partnership (PPP) projects will be given additional weightage 3. Comprehensive knowledge of business strategy development and implementation 4. Preference will be given to candidates having variety of experience in the relevant fields such as business portfolio management, marketing investment performance analytics, and PPP projects, etc. 5. Advantage will be given to the expertise in the field financial analysis 6. Knowledge of MS Project/ Prima Vera & MS Office	Max. 50 years
02	Deputy Director (Monitoring-I) PPS-09	01	1. BE (Civil Engineering) or related discipline 2. Additional qualification in Project Management will be preferred 3. Minimum 16 years of education 4. All degrees must be recognized by PEC/HEC	1. Overall seven (07) years’ post-qualification experience with minimum two (02) years’ experience of managing, monitoring and evaluation of development projects 2. Experience of infrastructure development related projects will be given preference 3. Use of advanced software related to monitoring & evaluation will be given weightage 4. Knowledge of MS Project/ Prima Vera & MS Office	Max. 45 years
03	Deputy Director (Financial Analyst) PPS-09	01	1. MS (Finance)/ MSc (Economics) /ACCA/CA or related discipline 2. Minimum 16 years of education 3. All degrees must be recognized by HEC	1. Minimum 07 years’ post qualification experience with at least 02 years’ experience of preparing and analyzing financial modeling of projects 2. Use of advanced software related to business analysis & financial modeling will be a given preference 3. Knowledge of MS Office	Max. 45 years

NOTE

- The posts are purely on contract basis for a period of two (02) years or till the completion of the project whichever is earlier. The contract will be extendable on satisfactory performance during the initial period and maximum up to the completion of the project.

- Detailed TOR including pay package etc. is available on our websites i.e., www.railways.gov.pk and www.pakrail.gov.pk.
- Interested candidates meeting the criteria may apply online through National Job Portal's official website: <https://njp.gov.pk/> or to the address given below within 15 days from the date of publication of advertisement along with CV/Resume, attested copies of all educational/experiences certificates, recent photograph and CNIC.
- The selected candidate can be posted anywhere in Pakistan as per requirement of the administration.
- In case of submission of any forged/false documents, the candidate shall be liable to prosecution.
- Only shortlisted candidates will be called for test/interview.
- The candidates serving in Government, Semi Government or Autonomous institutions should route their applications through proper channel/ departmental NOC.
- The Division reserves the right to select/reject or not to fill any position (s) without assigning any reason.
- Incomplete applications and applications received after due date will not be accepted.
- No TA/DA will be admissible for test/ interview.

(SyedAdil Gul Kakakhil)

Deputy Chief Planning
Room No. 104, D- Block
Pak. Secretariat, Islamabad
Ph.: 051-9214272

Tuesday, 30 September, 2025, 2:3:23 PM
Nouman Ali Zaidi
Assistant Director (IT)
Tuesday, 30 September, 2025, 2:3:23 PM

Terms of References

JOB DETAILS:	
Position Title:	Director (Business Development)
Designation:	Director (Business Development)
Grade:	PPS-10 equivalent to BPS-20
Department:	Ministry of Railways/ Pakistan Railways

JOB DESCRIPTION

1. Identifying and contacting potential clients to establish rapport and arrange meetings.
2. Planning and overseeing new marketing initiatives.
3. Researching to find new opportunities for private investments.
4. Increasing the value of current customers while attracting new ones.
5. Researching and coordinating for PPP projects.
6. Evaluating PPP project proposals.
7. Monitoring the implementation of PPP projects.
8. Developing goals for the development team and business growth and ensuring they are met.
9. Training personnel and helping team members develop their skills.
10. Developing checklists for all essential processes falling under his/her domain.
11. Developing capacity of his/team in the relevant areas of expertise.
12. Any other Tasks given by Competent Authority.

Terms of Reference

JOB DETAILS:	
Position Title:	Deputy Director (Monitoring-I)
Designation:	Deputy Director (Monitoring-I)
Grade:	PPS-09 equivalent to BPS-19
Department:	Ministry of Railways/ Pakistan Railways

JOB DESCRIPTION

1. Collecting Project profile data and progress reports (PC-III) of all ongoing projects in the region.
2. Updating progress on Project Monitoring & Evaluation System (PMES) and PR-PP on Monthly basis.
3. Analyzing project progress reports of Projects.
4. Identifying bottlenecks/issues encountered by Projects.
5. Suggesting measures to improve projects performance (time, cost, quality and viability).
6. Conducting Capacity enhancement of projects once a year.
7. Updating a repository of indicators for projects.
8. Any other Tasks given by Competent Authority.

Terms of Reference

JOB DETAILS:	
Position Title:	Deputy Director (Financial Analyst)
Designation:	Deputy Director (Financial Analyst)
Grade:	PPS-09 equivalent to BPS-19
Department:	Ministry of Railways/ Pakistan Railways

JOB DESCRIPTION

1. Conducting financial modelling of PR and its development initiatives.
2. Performing scenario analysis.
3. Determining cost of operations by establishing standard costs; collecting operational data.
4. Identifying financial status by comparing and analysing actual results with plans and forecasts.
5. Guiding cost analysis process by establishing and enforcing policies and procedures; providing trends and forecasts; explaining processes and techniques; recommending actions.
6. Recommending initiatives for improving financial indicators of PR.
7. Maintaining databases of cost items and PR performance data.
8. Any other Tasks given by Competent Authority.

Government of Pakistan
FINANCE DIVISION
(Regulation Wing)

F. No. 4(9) R-14/2008

Islamabad, the 18th April, 2022

OFFICE MEMORANDUM

Subject:- **STANDARD PAY PACKAGE FOR THE PROJECT STAFF DIRECTLY RECRUITED FOR DEVELOPMENT PROJECTS FUNDED FROM PSDP**

The undersigned is directed to refer to this Division's O.M.No.F.4(9)R-14/ 2008 dated 19-07-2017 on the above subject and to convey the approval of Executive Committee of the National Economic Council's in Case No.ECNEC-5/02/2022 dated 16-03-2022 to the revision of Project Pay Scales, after in principle approval by the Prime Minister, meant for officers/staff directly recruited from open market on contract basis for the execution of Development Projects funded from PSDP. The revised Project Pay Scales are, as follows:-

Project Pay Scale (PPS)	Regular BPS	Minimum (Rs.)	Increment @ 5% of the Minimum	Maximum (Rs.)
PPS-1	BPS 1-4	28,000	1400	44,800
PPS-2	BPS 5-8	35,000	1750	57,750
PPS-3	BPS 9-10	43,750	2190	70,030
PPS-4	BPS 11-13	52,500	2625	84,000
PPS-5	BPS 14-15	70,000	3500	112,000
PPS-6	BPS 16	105,000	5250	168,000
PPS-7	BPS 17	157,500	7875	252,000
PPS-8	BPS 18	218,750	10940	350,030
PPS-9	BPS 19	306,250	15315	490,030
PPS-10	BPS 20	437,500	21875	700,000
PPS-11	BPS 21	612,500	30625	980,000
PPS-12	BPS 22	875,000	43750	1400,000

2. The aforesaid pay package will be effective from 01-04-2022 for the new as well as the on-going PSDP projects and shall be admissible subject to the following conditions:-

- i) This pay package will be followed for the appointments of officers/staff including Project Directors, Advisors; Specialists; Consultants etc. in the PSDP funded development projects as reflected in the PC-I/PC-II, duly approved by the competent forum. Based on the sensitivity and size of the project, the CDWP shall decide on whether the Project Director is to be placed in PPS-10 or PPS-11 or PPS-12.
- ii) The above lump sum pay package will be admissible for fresh/direct /existing employees of PSDP Projects. However, pay of the fresh/direct employees shall be fixed at the initial stage and thereafter an annual increase @ 5% of the Initial stage would be admissible.
- iii) The pay of the existing PSDP funded projects employees shall be fixed to the next higher stage of the revised stage of the above pay package.

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(Reg. Wing R-14)
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- iv) Annual increment to the Project employees in Standard Pay Package shall be admissible on completion of one year continuous service from the date of appointment on the relevant post and also in the subsequent years in the same manner.
- v) The above lump sum project pay package shall not in any way be less than the minimum rates of wages as revised from time to time.
- vi) Government employees may apply for project posts. However, if any Government employee is selected on a project post, he/she will have to resign from Government service before appointment on project post.
- vii) The relevant project approving fora like CDWP or ECNEC will decide the number and pay scale of project staff.
- viii) Adoption to Standard Pay Package-2022 shall require revision/ approval of PC-1 from the competent forum.
- ix) The Projects employees will be appointed on contract basis in PSDP projects for an initial period not exceeding two years which will be extendable further till the completion period of the project on yearly basis after evaluation of their performance.
- x) No additional facility, in addition to the revised Standard Pay Package, shall be admissible for PSDP Projects' employees.
- xi) This pay package shall not be admissible to those who are re-employed/appointed on contract after their retirement. They may be allowed pay and allowances, as per provisions of the contract policy of the Establishment Division issued vide their O.M. No.F.10/52/95-R-2 dated 18th July, 1996 and as amended from time to time.
- xii) Those retired Government servants who compete with others from the private sector for appointments against projects positions on the basis of open competition and are selected on merit should be entitled to the package, perks and privileges laid down for that positions in the projects according to the clarification issued through Establishment Division's O.M.No.10/67/2004-R-2, dated 21-06-2005 or as revised from time to time.
- xiii) The project employees appointed through transfer (deputation) on full time basis will get pay in their own pay scales and allowances plus deputation allowance as admissible under the deputation policy contained in Establishment Division's O.M.No.1/13/87/R-I, dated 03-12-1990 as amended from time to time, at the rate of 20% of the basic pay subject to maximum. Rs.12,000/- per month or as revised from time to time.
- xiv) The officers/officials granted additional charge of the posts of projects in addition to their own duties will be entitled to draw additional charge allowance @ 20% of the basic pay, in addition to their own pay/allowances of their regular posts subject to maximum Rs.12,000/- per month or as revised from time to time.
- xv) This pay package will not be admissible to those project employees whose services/posts are transferred to the non-development side after completion of the project, from the date of their transfer.
- xvi) The payment of pay package of project staff will be stopped from the date of transfer of theirs service/posts to any other establishment.

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- xvii) On transfer of project posts to the non-development side, such posts shall be filled in the prescribed manner in regular Basic Pay Scale and incumbents of such posts shall be treated as fresh employees of the Ministries/ Divisions/ Departments and not for the projects.
- xviii) If an employee of the project is selected on a post of the non-development side, he will be appointed at the initial stage of the relevant Basic Pay Scale, and his pay and service rendered in the project shall not be protected/counted for any purpose i.e. pay, pension and seniority etc.

3. The earlier instructions issued by Finance Division shall stand discontinued and replaced by this Office Memorandum to the above extent.


(Dr. Muhammad Ismail Hasni)
Section Officer (R-14)
Tele: 9245873

All Ministries/Divisions/Departments

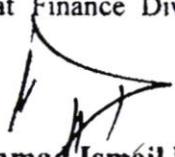
Copy also forwarded for information to:-

1. President's Secretariat (Public), Islamabad.
2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Office (Internal), Islamabad.
4. Prime Minister's Office (Public), Islamabad.
5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Islamabad High Court, Islamabad
11. Auditor General of Pakistan, Islamabad.
12. Controller General of Accounts, Islamabad.
13. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
14. Military Accountant General, Rawalpindi.
15. All Financial Advisors/Deputy Financial Advisors attached to Ministries/Divisions etc. and all officers of Finance Division.
16. Chief Accounts Officer, M/o Foreign Affairs, Islamabad.
17. Financial Adviser and Chief Accounts Officer, Pakistan Railway, Lahore.
18. All Chief Secretaries/Finance Secretaries of the Govt. of Punjab/Sindh/Khyber Pakhtunkhwa /Balochistan/Azad State of Jammu & Kashmir and Gilgit Baltistan.
19. Capital Development Authority, Islamabad.
20. Office of the Chief Commissioner, Islamabad.
21. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad
22. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
23. Pakistan Atomic Energy Commission, Islamabad.
24. Central Directorate of National Saving, Islamabad.
25. National Accountability Bureau, Islamabad.


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(Regs Wing R-14)
Islamabad

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26. Member (Finance), KRL, P.O.Box No.1384, Islamabad.
27. Intelligence Bureau, Islamabad.
28. Pakistan Mint, Lahore.
29. Director General Post Office, Islamabad.
30. Secretariat Training Institute, Islamabad.
31. Directorate General of Inspection & Training, Custom & Central Excise, 8th Floor, New Custom House, Karachi.
32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), Prime Minister's Office (Public), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
- ✓ 34. Web Administrator, Finance Division, Islamabad for uploading at Finance Division's website i.e. www.finance.gov.pk.


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Islamabad

Nouman Ali Zaidi
Assistant Director (IT)
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