



GOVERNMENT OF PAKISTAN
MINISTRY OF RAILWAYS

JOB OPPORTUNITIES

TRANSFORMING RAILWAYS

Applications are invited from **SUITABLE, QUALIFIED AND EXPERIENCED PROFESSIONALS** to serve in Pakistan Railways on merit against the following posts: -

Sr. No.	Description of the Post	No. of posts	Required Educational Qualification & Experience	Age Limit
1)	Director (Information Technology) (MP-II)	(01) post	Ph.D in Computer Science or Computer Engineering or Information Technology or Management Information Systems with 05 years-professional experience of working in a relevant field. OR Masters Degree in Computer Sciences or MBA I.T or MBA CIS/MIS with 07 years experience of working in a relevant field.	Max=62 Years
2)	Deputy Director I.T. Infrastructure(MP-III)	(01) post	Ph.D in relevant subject(s) i.e. Computer Science/ Computer engineering/ CIS/MIS/IT with 03 years professional hands-on experience in the IT/Networks/ IT Infrastructure . OR Masters in the relevant subject(s) i.e. Computer Science/ Computer Engineering/ MIS/ IT/ similar degree with 05 years hands-on experience in servers, routing, switching, firewall is required. Only hands-on experience will be considered.	Max=62 Years

- Recruitment will be made as per updated MP Scales Policy, 2021 issued by the Establishment Division, Government of Pakistan vide their O.M. No. 1/3/2020-E-6/E-8 dated 24-05-2021.
- The appointment will be on contract basis 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.
- Detailed TORs including pay package etc and short-listing criteria can be seen on our websites i.e. www.pakrail.gov.pk and www.railways.gov.pk
- Candidates who fulfill above requisite educational qualification criteria and experience are advised to apply on website of **National Job Portal** i.e. npj.gov.pk, up to **11-09-2024**.
- Place of posting of above post will be at Pakistan Railways, HQs Office, Lahore however on requirement, authority may post officer anywhere in Pakistan.
- Ministry of Railways reserves the right to cancel the recruitment process at any stage.
- Only short-listed candidates will be called for interview.


Deputy Director (Recruitment & Selection)
Ministry of Railways,
Islamabad.
PH: 051-9214154

TERMS OF REFERENCE (TORS) OF THE POST OF DIRECTOR (IT) (MP-II)

DIRECTOR, IT (MP-II SCALE) ONE POST

1.	Eligibility Criteria (Educational Qualification & Experience):	<p>Ph.D in Computer Science or Computer Engineering or Information Technology or Management Information Systems with 05 years-professional experience of working in a relevant field.</p> <p style="text-align: center;">OR</p> <p>Masters Degree in Computer Sciences or MBA IT or MBA CIS/MIS with 07 years experience of working in a relevant field.</p>
2.	Age Limit:	Maximum = 62 years
3.	Skills & Knowledge:	<ul style="list-style-type: none">• For Ph.Ds at least 05 years experience of designing and implementing large IT related physical and institutional infrastructure will be preferred.• For Masters at least 07 years of end to end architecture and deployment experience will be preferred.• Solid understanding of Enterprise Architecture and IT/Business strategy• Experienced in infrastructure and security including cloud-based solutions and security frameworks will be preferred.• Skilled communicator who can explain and present concepts to technical and non-technical audiences, including peer client members and decision makers.• Knowledgeable in Microsoft Systems Architecture and Cisco networking architecture.• Excellent ability to conceptualize long-term business goals and develop orderly processes to accomplish those goals.• Excellent managerial skills.
4.	Job Description:	<ul style="list-style-type: none">• Collaborate with business units on long range infrastructure & technology strategy by molding and maximizing existing technology investment and researching new technology• Provide the leadership and expertise to manage and run large projects• Advocate technical architecture and build consensus for the adoption of new technologies across multiple functional teams.• Managing and supervise the working of the IT personnel/staff of Pakistan Railways.• Responsible for the entire operations of the physical and institutional infrastructure of IT in Pakistan Railways.• Be responsible for smooth functioning of passenger ticketing and reservation, wagon and rolling stock tracking and control, inventory of stores, scrap and spares, e-procurement and monitoring of fuel and lubricants and electricity consumption.• IT Based inputs in following jobs of Pakistan Railways:• Maintenance management of locomotives, coaches, tracks etc;• Assets management;• Resource planning and manufacturing in PR Workshops;• Geographic inventory of management of infrastructure of whole network;• Assisting CEO/ Advisor IT in strategic planning

	Goals & Deliverables	<ul style="list-style-type: none"> • Develop, execute and maintain a digital transformation policy for the future and ensure the IT roadmap strategy stays up to date and efficient • Ensure smooth operations of current Software implemented in MoR • Oversee the progress of new ICT projects and ensure completion on time • Ensure that all components of strategy, team, and projects in Software as well as infrastructure run efficiently • Develop KPI's for the broader IT team and conduct regular performance reviews
	Salary and Perks (Management Position–II Scale)	
a.	Scale of Pay	Rs. 263,180-39480-421,100
b.	Accommodation (House Rent)	Up to a rental ceiling of Rs. 95,700/- per month
c.	Utilities Bills (5% of Pay)	Rs. 11,970/- per month.
d.	Transport	As per monetization of transport facilities policy MP-II Rs. 77430/- per month
e.	TA/DA on domestic official tour	As admissible to the civil servants of the BPS-21.
f.	TA/DA on official duty abroad	As admissible to civil servants in Category-II.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution 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.
5.	Contract Period:	
i)	Tenure of contract	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 proceedings under para 6 (VIII&IX) of MP Scale Policy 2020, the condition of one month's notice shall not be required.
6.	Discipline	As applicable in case of contract employees.

SHORT-LISTING CRITERIA FOR THE POST OF DIRECTOR (INFORMATION TECHNOLOGY) (MP-II)

IN TERMS OF PARA 3 (iv) (a) of MP-Scales Policy, 2020

Sr. #	Candidate Name	Education			Experience							
		Ph.D (50)	Masters (40)	Total (A) (50)	Foreign		Local		Designing and implementing large I.T. projects (05)	Experience in larger organization (10)	Total (B) (50)	Grand Total (A+B) (100)
					↑ 10 years (35)	↓ 5 years (30)	Public (35)	Private (30)				

TORS OF THE POST OF DEPUTY DIRECTOR I.T INFRASTRUCTURE
(MP-III SCALE) (ONE POST)

Deputy Director I.T Infrastructure (MP-III Scale) (One post)		
1.	Eligibility Criteria (Educational Qualification & Experience):	<p>Ph.D in relevant subject(s) i.e. Computer Science, Computer engineering, CIS/MIS with 03 years professional experience in the IT field.</p> <p align="center">OR</p> <p>Masters in the relevant subject(s) i.e. computer Science, Computer engineering, MBA CIS/MIS/IT etc. with 05 years-experience in the relevant field.</p>
2.	Age Limit:	Maximum = 62 years
3.	Skills & Knowledge:	<ul style="list-style-type: none"> • Should also have experience in network monitoring and metrics • Knowledge of cloud architecture and implementation features (OS, multi-tenancy, virtualization, orchestration, elastic scalability, operational resiliency) • Working Knowledge of Routers, switches and firewalls • Should also have experience with system integration and change management • Demonstrated ability of establishing and maintaining metrics-based process improvement • Strong interpersonal skills and ability to work in a fast-paced environment
4	Job Description:	<ul style="list-style-type: none"> • Lead delivery of Cloud & on-prem infrastructure strategies aligned with business objectives with a focus on deployment into the Cloud involving design, implementation and Infrastructure automation. • Define, measure, and meet key Service Level Objectives including availability, performance, incidents and other areas that need focus. • Help define IT infrastructure strategy, architecture, and processes. • Analyze business requirements by partnering with key stakeholders across the organization to develop solutions for IT needs. • Serve as an expert for IaaS end-to-end architecture and automation, including on premise and cloud deployments • Conduct 3rd party solution assessments and provide input throughout procurement process • Oversee network builds from procurement to "In Service"
5	Goals & Deliverables:	<ul style="list-style-type: none"> • Ensuring strong monitoring system/process is in place for IT infrastructure • Provide a Robust and Secure IT Infrastructure that supports On-Demand Access to Information • Protection of information systems and IT assets against increasing cyber threats and vulnerabilities

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6.	Salary and Perks (Management Position-III Scale)	
a.	Scale of Pay	Rs. 184,230 – 26,320 – 263,190
b.	Accommodation (House Rent)	Up to a rental ceiling of Rs. 47,850/- per month
c.	Utilities Bills (5% of Pay)	Rs. 8,380/- per month.
d.	Transport	As per monetization of transport facilities policy MP-III Rs. 65,060/- per month
e.	TA/DA on domestic official tour	As admissible to the civil servants of the BPS-20.
f.	TA/DA on official duty abroad	As admissible to civil servants in Category-II.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution 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
7.	Contract Period:	
i)	Tenure of contract	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, the condition of one month's notice shall not be required.
8.	Discipline	As applicable in case of contract employees.

**SHORT-LISTING CRITERIA FOR THE POST OF
DEPUTY DIRECTOR I.T. INFRASTRUCTURE
(MP-III)**

**IN TERMS OF PARA 3 (iv) (a) of MP-Scales
Policy, 2020**

Sr. #	Candidate Name	Education				Total (A) (50)	Experience				Experience in network monitoring and metrics	Experience with system integration and change management	Total (B) (50)	Grand Total (A+B) (100)
		Foreign		Local			Foreign		Local					
		Ph.D	Masters	Ph.D	Masters		↑ 10 years	↓ 5 years	Public	Private				