



VACANCY ANNOUNCEMENT

Public-Private Partnership (PPP) Unit, Finance Department, through IBA Karachi, is looking for suitable candidates against the following **market-based positions** on a two (2) years contract, extendable further subject to the satisfactory performance in accordance with the Sindh PPP Unit (HR) Policy and Guidelines:-

DIRECTOR (FINANCE) - 03 Positions		DIRECTOR (TECHNICAL) - 01 Position	
<p>Age Limit: Not exceeding the age of 45 years with sound health.</p> <p>Qualification:</p> <ul style="list-style-type: none"> Master's or Bachelor's Degree in Finance / Business Administration (Finance) (2.0 CGPA, where CGPA is not applicable minimum 2nd Division or 45%) from HEC recognized University/Institute or CA/ACCA/CMA/ICMA (Qualified). <p>Experience: At least 08 years of relevant and verifiable experience in Corporate Banking/Investment Banking/ Financial Advisory Project/ Financial Investment Research and/or PPP Projects.</p> <p>Required Skills:</p> <ul style="list-style-type: none"> Strong financial modeling, transaction handling and corporate documentation. Good command of MS Office. Strong analytical and interpersonal skills. 	<p>Terms of Reference / Job Description / Responsibilities</p> <p>The candidate shall have following responsibilities:</p> <ul style="list-style-type: none"> Coordinate between Financial Institutions, Investor, Multinational Institutes, Transaction Advisors and other Government/Institutes. Assist the procurement process on behalf of Government of Sindh to hire advisors or to solicit private investment in different projects. Prepare and supervise financial models and project structure for multiple transactions. Prepare procurement and corporate documents including EoI, PQDs, RFPs, RFQs, Concession Agreements, Information Memorandum, Guidelines, Project Presentations and Briefs etc. Assist the financial close process on infrastructure transactions. Manage the office processes with a perspective that encompasses both the private and public sectors' point of view. Perform any other tasks as assigned by the Competent Authority. 	<p>Age Limit: Not exceeding the age of 45 years with sound health.</p> <p>Qualification:</p> <ul style="list-style-type: none"> Master's or Bachelor's Degree in Civil Engineering (2.0 CGPA, where CGPA is not applicable minimum 2nd Division or 45%) from HEC recognized University/Institute. MBA will be an added advantage. <p>Experience: At least 08 years of relevant and verifiable experience in civil engineering and/or infrastructure projects or PPP projects.</p> <p>Required Skills:</p> <ul style="list-style-type: none"> Demonstrated technical skills. Good command of MS Office. Strong analytical and interpersonal skills. 	<p>Terms of Reference / Job Description / Responsibilities</p> <p>The candidate shall have following responsibilities:</p> <ul style="list-style-type: none"> The applicant is expected to provide input into all PPP projects primarily from civil engineering perspective and economic/financial costs to the government. Analyze primarily civil engineering scope of work (mechanical and electrical as an add-on if need be) from the feasibility, transaction advisory stage and thereafter monitoring of works in coordination with the Independent Engineer, Commissioner Offices, Social and Revenue Offices and Line Departments. Coordinate between transaction advisors, PPP Unit, lenders and GCo on the project structure. Oversee progress on various stages of projects. Assist in developing financial models and calculations such as FIRR. Perform any other tasks as assigned by the Competent Authority.
DEPUTY DIRECTOR (TECHNICAL) - 01 Position		ASSISTANT DIRECTOR (LEGAL) - 02 Positions	
<p>Age Limit: Not exceeding the age of 40 years with sound health.</p> <p>Qualification:</p> <ul style="list-style-type: none"> A Master's or Bachelor's degree (2.0 CGPA, where CGPA is not applicable minimum 2nd Division or 45%) in water related field from reputable HEC recognized University/Institute. MBA qualification will be an added advantage. <p>Experience: At least 05 years of relevant and verifiable experience in civil projects / water-related projects / PPP projects / sustainability and related fields.</p> <p>Required Skills:</p> <ul style="list-style-type: none"> Expertise in water treatment such as filtration, UV disinfection, and other advanced techniques. Knowledge of biological treatment systems such as activated sludge, membrane bioreactor (MBR), moving bed bioreactor (MBBR), sequencing batch reactor (SBR). Strong understanding of hydraulic design principles, pipeline material selection, pump station integration, and operations in hydraulic modeling using tools like HEC-RAS and EPANET. Hands-on experience in designing, managing or executing at least two projects related to following fields: <ul style="list-style-type: none"> Desalination projects Treatment plants / recycled water projects Wastewater treatment plants Combined effluent treatment plant Water pipeline or water related projects Demonstrated aptitude & understanding of national and provincial government's regulations. Good command of MS Office. Strong interpersonal skills. 	<p>Terms of Reference / Job Description / Responsibilities</p> <p>The candidate shall have following responsibilities:</p> <ul style="list-style-type: none"> Review and provide input into all PPP projects and related documents/contracts concerning civil infrastructure and/or water resources and/or hydraulics and/or hydrology and/or environmental engineering and explicit/implicit financial costs to the government. Review and analyze process of project identification, project preparation, and selection of private parties; and in the negotiation and finalization of terms and conditions of the agreement. Analyze the engineering scope of work (civil, mechanical, hydrological and electrical as an add-on, if need be) from the feasibility, transaction advisory stage and thereafter monitoring of works in coordination with independent engineer and administrative departments. Ensure timely review and compliance of environmental safeguard assessment and monitoring documents (in line with guidelines and regulations, as applicable, for all related projects): <ul style="list-style-type: none"> Coordinate with advisors, private parties, MEBs, Concessionaires and various administrative departments of the Government of Sindh. Manage the project and associated processes with a perspective that encompasses both the private and public sectors' point of view. Perform any other related tasks as assigned by the Competent Authority. 	<p>Age Limit: Not exceeding the age of 35 years with sound health.</p> <p>Qualification: Law Degree-LLM or LLB (2.0 CGPA, where CGPA is not applicable minimum 2nd Division or 45%) from HEC recognized University/Institute.</p> <p>Experience: At least 03 years of corporate work experience, e.g. drafting, vetting, or negotiating commercial contracts, or dealing with banking & finance transactions, or handling transactions involving joint ventures, projects, capital markets, mergers or acquisitions, at a corporate or commercial law firm or in a corporate environment as an in-house legal counsel.</p> <p>The candidates having legal experience of drafting, vetting, or negotiating contracts in relation to banking and finance transactions, projects, or PPP projects shall be preferred.</p> <p>NOTE: For the sake of clarity, litigation or court experience or civil and criminal law experience shall not be relevant for this position and therefore, must not be specified in the CVs.</p> <p>The applicants must state in their CVs details of ONLY corporate work experience gained during their previous jobs at a corporate or commercial law firm or in a corporate environment.</p> <p>Required Skills:</p> <ul style="list-style-type: none"> Ability to analyze complex legal issues, identify risks, and provide strategic legal advice. Strong research skills to stay updated with current laws, regulations, and legal precedents. Excellent written and verbal communication skills. 	<p>Terms of Reference / Job Description / Responsibilities</p> <p>The candidate shall have following responsibilities:</p> <ul style="list-style-type: none"> Work with and assist Senior Director/Directors on legal matters pertaining to project lifecycle. Work on PPP projects on the procurement documents such as EOI, RFP, RFQ and Concession Agreements etc. Vetting of project documentation during the feasibility, transaction advisory and implementation stages. Coordinate between transaction advisors, Administrative Departments, Lenders and Government of Sindh on the project structuring and documentation if required. Assist Senior Director/Directors in furnishing legal opinions and liaison with Law Department, Advisors and Advocate General for the same. Perform any other related tasks as assigned by the Competent Authority.
ASSISTANT DIRECTOR (FINANCE) - 02 Positions		ASSISTANT DIRECTOR (COMPLIANCE) - 01 Position	
<p>Age Limit: Not exceeding the age of 35 years with sound health.</p> <p>Qualification:</p> <ul style="list-style-type: none"> Master's or Bachelor's Degree in Finance / Business Administration (Finance) (2.0 CGPA, where CGPA is not applicable minimum 2nd Division or 45%) from HEC recognized University/Institute or CA/ACCA/CMA/ICMA (Qualified). <p>Experience: At least 03 years of relevant and verifiable experience in Corporate Banking/Investment Banking/ Financial Advisory Project/ Financial Investment Research and/or PPP Projects.</p> <p>Required Skills:</p> <ul style="list-style-type: none"> Strong financial modeling, transaction handling and corporate documentation. Good command of MS Office. Strong interpersonal skills. 	<p>Terms of Reference / Job Description / Responsibilities</p> <p>The candidate shall have following responsibilities:</p> <ul style="list-style-type: none"> Work with Senior Director/Directors of PPP Unit, administrative departments and other government entities on the feasibility studies required in order to demonstrate project viability. Build/Analyze financial models and vet project documentation in the feasibility, transaction advisory and investor solicitation stage. Assist in the preparation of EoI, RFPs, RFQs, Concession Agreements, Information Memorandum, Guidelines, Project Presentations and Briefs etc. Perform in-depth research related to projects and government initiatives. Coordinate between transaction advisors and Government of Sindh on the project structuring, if required. Manage the processes with a perspective that encompasses both the private and public sectors' point of view. Perform any other related tasks as assigned by the Competent Authority. 	<p>Age Limit: Not exceeding the age of 35 years with sound health.</p> <p>Qualification: Master's or Bachelor's degree in relevant discipline such as Public Procurement / Supply Chain Management / Contract Management / Law / Business Administration / Economics / Finance or Account / Computer Science from HEC recognized University / Institute (2.0 CGPA, where CGPA is not applicable minimum 2nd Division or 45%). Certification in public procurement will be an added advantage.</p> <p>Experience: At least 03 years of relevant verifiable experience in Public Procurement under a regulatory environment.</p> <p>NOTE: For the sake of clarity public procurement means procurement planning, execution and management.</p> <p>Required Skills:</p> <ul style="list-style-type: none"> Knowledge procurement laws & practices. Good command of MS Office. Strong interpersonal skills. Knowledge of Code of Corporate Governance, SPPRA rules, and e-procurement will be an advantage. 	<p>Terms of Reference / Job Description / Responsibilities</p> <p>The candidate shall have following responsibilities:</p> <ul style="list-style-type: none"> Monitor quality of bidding documents and compliance in pursuance to the Sindh Public Procurement Regulatory Authority (SPPRA) Rules 2010 and Sindh Public-Private Partnership Act, 2010. Regularly assess the effectiveness of SPPRA Rules and suggest amendments thereto for improvement in matters such as transparency, fairness, and better value for money for the Government. Preparing a checklist of necessary procurement compliance for PPP projects and monitor the same for timely reporting of non-compliances. Ensure compliance with code of corporate governance in accordance with SECOP's applicable rules & regulations. Perform any other related tasks as assigned by the Competent Authority.
ASSISTANT DIRECTOR (CONTRACT MANAGEMENT) - 01 Position		ASSISTANT DIRECTOR (COMMUNICATION) - 01 Position	
<p>Age Limit: Not exceeding the age of 35 years with sound health.</p> <p>Qualification: Master's or Bachelor's Degree in Business Management / Business Administration / Law / Engineering Management from HEC recognized University / Institute (2.0 CGPA, where CGPA is not applicable minimum 2nd Division or 45%).</p> <p>Experience: At least 03 years of relevant verifiable experience in contract management with public or private sector in a reputable organization.</p> <p>Required Skills:</p> <ul style="list-style-type: none"> Knowledge of project / contract management. Good command of MS Office / project management systems. Strong interpersonal skills. 	<p>Terms of Reference / Job Description / Responsibilities</p> <p>The candidate shall have following responsibilities:</p> <ul style="list-style-type: none"> Cataloguing all the contractual obligations of the PPP agreements (including Government of Sindh's concession procedures) under the project documents. Working in close coordination with respective project managers, staff of project implementation unit, independent engineers, independent administrative departments with regards to aforementioned task. Regularly follow-up on identified contractual obligations with project manager. Monitor the required project documents (in line with the timeline provided in the project documents) and provide opinion on the same to relevant officials, as directed. Maintain record of the project documents and the documents provided by the concessionaires, independent auditors, independent engineers, and letters under the project documents or otherwise including record of written correspondence and regularly update the status to ensure compliance of contractual obligations. Use automated tools to document and track projects and their deliverables. Perform any other related tasks as assigned by the Competent Authority. 	<p>Age Limit: Not exceeding the age of 35 years with sound health.</p> <p>Qualification: Master's or Bachelor's Degree in Communication, Public Relations, Journalism, Marketing, Business Administration, as a related discipline from HEC recognized University / Institute (2.0 CGPA, where CGPA is not applicable minimum 2nd Division or 45%).</p> <p>Experience: At least 3 years of relevant and verifiable experience in corporate communication, public relations or related field. Experience in public sector projects or programs is desirable.</p> <p>Required Skills:</p> <ul style="list-style-type: none"> Strong written and verbal communication skills. Proficiency in MS Office and other relevant communication tools. Experience with social media management and digital communication platforms. Strong interpersonal and presentation skills. Ability to develop and execute communication strategies. Knowledge of public sector communication and stakeholder management is an advantage. 	<p>Terms of Reference / Job Description / Responsibilities</p> <p>The candidate shall have following responsibilities:</p> <ul style="list-style-type: none"> Develop and implement comprehensive communication strategies to enhance the visibility and understanding of PPP projects. Design and manage communication campaigns to promote the objectives and achievements of the PPP Unit. Prepare and oversee the production of press releases, newsletters, brochures, and other communication materials. Manage the content and updates for the PPP Unit's website and social media platforms. Ensure all communication materials are aligned with the PPP Unit's branding and messaging guidelines. Develop and implement crisis communication plans to manage any potential communication challenges or issues. Act as the point of contact for communication during crisis situations. Collaborate within the PPP Unit to ensure consistent and effective communication of project-related information. Assist in preparing communication-related sections of project proposals, reports, and other documents. Perform any other related tasks as assigned by the Competent Authority.

Pay and Allowances: Sound pay package and benefits in accordance with Sindh PPP Unit (HR) Policy and Guidelines, 2023.
Application Submission Process: The CV along with copies of all relevant documents (experience certificates, educational credentials, CNIC and domicile) must be submitted via IBA Karachi online portal <https://admissions.iba.edu.pk/pppuhp> within 30 days of publication of this advertisement.

- The following terms and conditions apply:-
- All positions will be considered strictly on merit basis.
 - Only applicants domiciled in Sindh will be considered.
 - Only shortlisted candidates would be called for written test and /or interviews.
 - Only application(s) submitted online through the link provided will be considered. For clarity purposes, submission of application(s) through any other means/ channel, such as by mail or in-person, will not be considered/ entertained.
 - All written tests and/or interviews will be held in Karachi. No TA/DA will be applicable.
 - Age will be considered up to the deadline for submission of application. Age relaxation shall not be applicable.
 - Applicants may apply for multiple positions. In the test date and time for these positions overlap candidate may appear for the test of any one position of their preference. Neither PPP Unit nor IBA will reschedule test dates under any circumstances.
 - The PPP Unit may, with the approval of competent authority, cancel this recruitment process without any notice at any stage.

Director HR
PPP Unit, Finance Department
Government of Sindh