

DIGITAL NATION PAKISTAN

TERMS OF REFERENCE

INTRODUCTION

Pioneering Digital Growth: Leading Pakistan’s Charge in Global Digital Investment.

Do you aspire to shape the digital destiny of a nation at the dawn of its next economic chapter? Are you driven by the challenge of securing transformative foreign investment—not just for profit, but for the long-term, inclusive prosperity it can bring to millions?

Pakistan, with its dynamic population of over 240 million and a surging digital landscape, stands at a pivotal moment. The Ministry of Information Technology and Telecommunication seeks a visionary **Digital FDI Expert (SPPS-II)** to position Pakistan as a premier global destination for digital foreign direct investment. This is not just another senior role; it’s a once-in-a-lifetime opportunity to directly influence the technological and economic trajectory of a rapidly evolving economy. This position offers you unparalleled strategic exposure, leadership experience, and the satisfaction of building a legacy that impacts generations to come.

QUALIFICATIONS & EXPERIENCE

We welcome candidates with diverse backgrounds—traditional investment professionals, tech entrepreneurs who have raised significant funding rounds, or venture capital partners who understand cross-border deals. The ideal candidate brings both passion for public good and the dexterity to navigate complex investment landscapes.

• Education:

1. MBA, Master’s Degree, or equivalent qualification in Commerce, Investment, Trade, Finance, Economics, Business Administration, Computer Sciences, Technology, or related fields from an HEC-recognized institution.
2. Global entrepreneurial or VC experience may compensate for conventional academic pedigrees if the candidate demonstrates a proven track record of raising capital or structuring complex deals.

• Professional Expertise:

1. At least 8 years of relevant experience in investment management, economic development, tech entrepreneurship, venture capital, or related fields.
2. Familiarity with— or an ability to rapidly acquire—knowledge of trade, investment laws, and regulatory frameworks.

• Core Competencies:

1. Exceptional communication, negotiation, and presentation skills.
2. Strong strategic thinking, analytical, and data-informed decision-making abilities.

3. Ability to engage multi-sectoral stakeholders with empathy, credibility, and influence.

JOB DESCRIPTION

Key Responsibilities

1. **FDI Target & Strategic Roadmap:** Develop and execute a strategic plan to attract digital FDI in Pakistan, identifying priority sub-sectors within IT & Telecom and executing actionable, time-bound initiatives.
2. **Investment Proposal Development & Vetting:** Prepare, review, and refine compelling investment proposals that resonate with global investors—VCs, institutional funds, and industry titans—while integrating budgetary and ROI considerations.
3. **Global Outreach & Market Engagement:** Represent Pakistan on the global stage, participating in at least four high-impact investment forums, roadshows, or startup expos annually. Engage actively with global venture capital communities, accelerators, and innovation hubs to convert market interest into tangible deal flows.
4. **Policy & Regulatory Facilitation:** Collaborate with policymakers to streamline regulatory frameworks, enhance ease of doing business, and align Pakistan’s environment with best-in-class international standards—ensuring long-term investor confidence.
5. **Ecosystem Development & Capacity Building:** Partner with startup founders, incubators, and tech ecosystem stakeholders to raise investment readiness, strengthen governance, and foster a culture of innovation that attracts and retains high-quality capital.
6. **Data Analytics & Reporting:** Leverage data-driven insights to measure outcomes, guide strategic pivots, and regularly report progress to senior officials, maintaining transparent communication and building trust among all stakeholders.
7. **Other Duties:** Perform additional tasks as assigned by the Ministry, staying adaptable and responsive to evolving national priorities.

DELIVERABLES & PERFORMANCE INDICATORS

1. **FDI Milestones:** To ensure attaining the targets of digital FDI.
2. **Global Presence:** Secure active participation of Pakistan at the global investor forums, converting these engagements into tangible investment leads and closed deals.
3. **Policy Enhancements:** Influence meaningful policy or regulatory improvements each year, reducing investment barriers and catalyzing sustained investor interest.

4. Ecosystem Impact: Enhance local tech investment capacity, evidenced by an uptick in successful funding rounds, healthier startup ecosystems, and stronger governance practices.

5. Reporting & Resource Efficiency: Provide quarterly performance and financial utilization reports, demonstrating responsible stewardship of resources and continuous optimization of strategies.

AGE LIMIT:

Maximum shall be calculated on the closing date for receipt of applications as per Government Policy on the Special Professional Pay Scales as amended from time to time.

DURATION:

Appointment of the **Digital FDI Expert, SPPS-II Scale** shall initially be made on contract basis initially for a period of two (2) years extendable for another term of two-year contingent upon result based performance as per general criteria applicable for appointment against the positions of Special Professional Pay Scales (SPPS) already issued, or to be issued, from the Establishment Division of the Federal Government from time to time.

DISQUALIFICATION:

No person shall be eligible for appointment as **Digital FDI Expert, SPPS-II Scale** who:

- a) has been or is dismissed from service as a consequence of disciplinary proceedings;
- b) has been or is convicted, by a court of competent jurisdiction, for an offence involving moral turpitude;
- c) either at the time of appointment as Technical Advisor or thereafter during such appointment was not or is not a citizen of Pakistan; or
- d) Benefits from the National Reconciliation Ordinance, 2007 (LX of 2007).

MANNER OF APPOINTMENT:

The appointment shall be made as per prescribed procedure of appointment in SPPS positions.

- a) The vacancy shall be advertised at least in two national leading newspapers and uploaded on its website of the Ministry and National Job Portal and also advertised.
- b) An in-house committee shall be constituted under the chair of the Additional Secretary, MoITT for scrutiny of the applications for placement before the Special Selection Board.
- c) The Special Selection Board for selection against the Special Professional Pay Scales shall recommend candidate(s) for appointment with the approval of the competent authority as per SPPS Policy of the Federal Government.

PAY PACKAGE:

The Digital FDI Expert, SPPS-II Scale shall receive fixed salary package (all inclusive) of SPPS-II Scale ranging from Rs.1.000 Million to Rs.1.490 Million negotiable at the time of interview

LEAVE:

The incumbent shall earn leave on full pay @ 3 days per month for the period of duty. The leave shall be availed during the currency of contract period as per policy of the Federal Government.

CONFLICT OF INTEREST:

The candidates for appointment as **Digital FDI Expert, SPPS-II** shall have to seek retirement from his existing Department and post or his appointment shall be subject to acceptance of resignation from designated authority and shall not, during his term of office, engage himself in any other service, business, vocation or employment which may have any direct or indirect effect on his performance.

TECHNICAL ADVISOR TO BE PUBLIC SERVANT:

The **Digital FDI Expert, SPPS-II** when acting or purporting to act in pursuance of any of the provisions of the rules, framed by the Federal Government, shall be deemed to be a public servant within the meaning of Section-21 of the Pakistan Penal Code (Act XLV of 1980).

TERMINATION OF CONTRACT:

The contract of **Digital FDI Expert, SPPS-II** shall be terminated according to the SPPS Policy of the Federal Government on one month's notice on either side or payment of one month's basic pay in lieu thereof.

MONITORING AND EVALUATION:

The performance of the **Digital FDI Expert, SPPS-II** shall be monitored by the Secretary and Minister/Federal Minister/Minister of State Minister. **He/she shall report to the Secretary, IT and Telecom through the Additional Secretary and the Special Secretary , MoITT.**

APPLICABILITY OF OTHER RULES:

In respect of matters not specified here, the law, rules, policies corresponding level of Civil Servants shall be applicable as per SPPS Policy of the Federal Government.

EQUAL OPPORTUNITY STATEMENT

MoITT is committed to creating an inclusive environment that reflects the diversity of Pakistan. All qualified individuals are encouraged to apply.

<http://www.moitt.gov.pk>

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