

Hiring for Project Positions Under DEEP PMU

TERMS OF REFERENCE

Announcement Reference no:	1-1/2024-IT	Date	22 June 2025		
Project	Digital Economy Enhancement Project (P174402)				
Position Name	Director (Technical)	Position ID	PK-MOITT-443830-CS-INDV		
Vacancy	1	Type of Contract	Individual	Duration	5 Years

BACKGROUND

Digital Economy Enhancement Project (DEEP) is a World Bank assisted project with the objective to enhance the Government's capacity for digitally enabled public services delivery for citizens and businesses.

MoITT is the sponsoring agency of the project with execution support of (i) Board of Investment (BoI), (ii) National Database and Registration Authority (NADRA), (iii) National IT Board (NITB), and (iv) Ignite – National Technology Fund.

PROJECT DESCRIPTION

Digital Economy Enhancement Project (DEEP) aims at building the capacity of the government to develop key digital public infrastructure (DPI) services supporting the country's digital economy and society in line with the 2018 Digital Pakistan Policy, which calls for the establishment of a holistic, government-wide enterprise architecture and the integration of government services and systems. The project will support the development of DPI—including for responsible data exchange, digital authentication, and verifiable credentials—and digitalization of public services (including to make them available through a new national portal), which will improve the accessibility and delivery of services, economic opportunities, and social protection. It will also bolster the country's resilience and adaptability in the face of potential shocks, such as pandemics and recurring climate-induced disasters, to enable the government to deliver cash and other emergency assistance more rapidly and efficiently.

In addition to the citizens services, DEEP will support: (1) Establishing a catalogue of all federal and provincial business RLCOs and producing recommendations for simplifying, streamlining, and improving existing regulatory requirements for investing and operating business; subcomponent (2): Designing and development of the PBP acting as an interface to host all digitalized and available RLCOs; subcomponent (3): Supporting governmental, provincial, and local entities in digitalizing regulatory approvals; subcomponent (4): Institutionalizing the reform process, exploring financial and institutional sustainability, and management and upgrading of PBP; and (5): Organizing communication and change management activities for transition to the PBP and dissemination of information about the availability of online approvals of RLCOs.

OBJECTIVES OF THE ASSIGNMENT

The Director (Technical) is responsible for the technical oversight and implementation of the Digital Economy Enhancement Project. This role includes managing technical teams, ensuring adherence to technical standards, and facilitating the integration of digital technologies across government services. Director (Technical) will play a crucial role in shaping the technical landscape of digital governance in Pakistan, ensuring robust and secure infrastructure.

The responsibilities include (but not limited to) the following:

- 1) Provide technical leadership and strategic direction for the DEEP, ensuring all technical components are effectively integrated and aligned with the project's objectives.
- 2) Oversee the development and implementation of the Pakistan Digital Government Enterprise Architecture, ensuring it meets international standards and best practices.
- 3) Ensure the integration of digital services and platforms, including the Pakistan Citizen Portal and Pakistan Businesses Portal, with a focus on scalability, security, and user experience.
- 4) Manage relationships with technical stakeholders to ensure cohesive project delivery.
- 5) Monitor and evaluate technical project progress, addressing potential issues and implementing corrective actions to ensure milestones and outcomes are achieved.
- 6) Prepare, coordinate, and be responsible for the activities agreed in the Financing Agreement of the DEEP Project signed by the Government of Pakistan with the World

Bank according to the timelines and the Results Framework and Monitoring indicators.

- 7) Prepare and submit technical reports, budgetary documents, and progress updates to MOITT and the World Bank, ensuring compliance with guidelines and standards.

SCOPE OF THE ASSIGNMENT

The work of the Director (Technical) will include the following tasks (not limited to):

- 1) Lead the technical development and execution of project components assigned to Ministry of IT & Telecom and at the same time maintain vigil over the other components to ensure compliance to set project objectives and targets.
- 2) Oversee the deployment and integration of digital infrastructure compatible with the Pakistan Digital Government Enterprise Architecture.
- 3) Manage technical teams to ensure project deliverables are completed in time, within budget, and to the highest standards.
- 4) Collaborate with various stakeholders to ensure technical solutions are aligned with user needs and compliance requirements.
- 5) Establish and enforce IT standards and protocols for data security and privacy.
- 6) Provide expert guidance on all technical aspects of the project.
- 7) Continuously assess technical processes and implement improvements to enhance efficiency and effectiveness.
- 8) Serve as the primary technical liaison between the Project Director, project teams, and external technical partners.

QUALIFICATION AND EXPERIENCE

- 1) Minimum 16 years of education from a reputable/ HEC-recognized university in ICT related discipline (Information Technology, Computer Science, Electrical, Telecom, Computer Engineering, etc.). Candidates holding additional degree of MBA will have an advantage.
- 2) Minimum 10 years of post-qualification professional work experience in IT management, with a focus on digital transformation projects, in a reputable national or international organization.
- 3) Previous hands-on experience in digital transformation projects.

4) Certifications in Project Management (PMP) or IT Service Management (ITIL) would be advantageous.
ADDITIONAL SKILLS / EXPERTISE
<ol style="list-style-type: none"> 1) Experience in World Bank financed projects 2) Strong technical leadership and IT project management skills. 3) Expert knowledge of digital transformation, enterprise architecture, and data interoperability. 4) Proficient in managing large-scale IT projects and overseeing technical teams. 5) Excellent problem-solving skills and the ability to handle complex technical challenges. 6) Strong communication skills, capable of effectively discussing technical details with both technical and non-technical stakeholders. 7) Experience with cybersecurity, data protection, and privacy laws.
SCHEDULE FOR THE ASSIGNMENT
The Director Technical PMU will be appointed on a contract basis for an initial period not exceeding two years which will be extendable further till the completion period of the project on a yearly basis after evaluation of the performance. This is a 5-year project.
REMUNERATION AND OTHER BENEFITS
<ol style="list-style-type: none"> 1) Pay and financial benefits as per Project Pay Scale (PPS-11) of Federal Government of Pakistan. 2) Leave(s) in accordance with the rules and regulations of Project Pay Scales of Federal Government of Pakistan. 3) Training and travel expenses under the PMU as budgeted under the Project and approved by the World Bank and the Government of Pakistan.
REPORTING OBLIGATIONS
<ol style="list-style-type: none"> 1) This position is based at the Project Management Unit (PMU) in the Ministry of IT and Telecom, Islamabad. 2) Director (Technical) will report directly to the Program Director PMU.

- 3) Director (Technical) is required to follow all rules and directives of the World Bank and the Government of Pakistan for successful implementation of the project.
- 4) Director (Technical) is required to follow working days and timings as per the directives of the Federal Government of Pakistan.
- 5) Director (Technical) is required to report to work in an official attire.
- 6) Director (Technical) is prohibited from working for any other party or a paid job, or taking any other assignment during the course of this contract without written approval from the competent authority.
- 7) Director (Technical) shall ensure that all the required reports for the project are prepared on time in accordance with the requirements of the World Bank.

SELECTION CRITERIA

- 1) The applicant will be selected based on the following criteria

Criteria	Points
Educational Qualification	20
Work Experience	20
Additional Skills/ Expertise	10
Interview	50

SUBMISSION

Candidates meeting the required criteria should submit their applications at <http://www.njp.gov.pk> within 15 days of publication of the advertisement. No hard copy of application shall be accepted and all applications must be sent via NJP online. Shortlisted candidates who are working in Government sector are required to produce NOC at the time of interview.