

REQUEST FOR EXPRESSIONS OF INTEREST

(CONSULTING SERVICES – INDIVIDUAL CONSULTANT SELECTION)

Country: Pakistan

Name of Project: Digital Economy Enhancement Project

Credit No: 7514-PK

Assignment Title: Telecom Reforms Expert

Reference No.: PK-MoITT-469371-CS-INDV

The Government of Pakistan has received financing from the International Development Association (IDA) toward the cost of Digital Economy Enhancement Project (DEEP) and intends to apply part of the proceeds for consulting services, which shall be implemented by the Ministry of IT and Telecom.

The consulting services (“the Services”) include professional expertise of “**Telecom Reforms Expert**” at a monthly lump sum remuneration. The Ministry of IT and Telecom, being Project Management Unit (PMU) intends to hire services of “**Telecom Reforms Expert**” for DEEP that can assist the project management in relevant field. The consultant, as an expert in the field, will provide quality advice maintaining the highest degree of integrity and ethical standards. The services of individual consultant shall be initially hired for a period of 12 Months.

The detailed Terms of Reference (TOR) for the assignment can be obtained at the address given below or can be downloaded from <https://njp.gov.pk>

Ministry of IT and Telecom being Project Management Unit invites eligible candidates (“Consultants”) to indicate their interest in providing the Services as “**Telecom Reforms Expert**” in Digital Economy Enhancement Project. Interested Candidates should provide information demonstrating that they have the required qualifications and relevant experience to perform the expected Services. The services of individual consultant will be required /hired to assist project team on DEEP as per ToRs. The short-listing criteria are based on: (i) Qualification, (ii) Experience (iii) Additional Skills

The selected candidates will be required to present their original documents at the time of the credential’s verification. Submission of any false information will lead to immediate disqualification of the candidate at any stage of the hiring process.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” September 2023, setting forth the World Bank’s policy on conflict of interest.

A Consultant will be selected in accordance with the Open Competitive Selection of Individual Consultants method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours 0830 to 1630 PST.

Applicants shall apply online at National Job Portal www.njp.gov.pk or email at deep.consultant@moitt.gov.pk.

Section Office (IT)

Ministry of IT and Telecom

7th Floor, Kohsar Complex

Pakistan Secretariat

F-5, Islamabad

Telephone: 051-9215348

Hiring for Individual Consultants Under DEEP

TERMS OF REFERENCE

Announcement Reference no:	1-1/2024-IT	Date	31 August 2025
Project	Digital Economy Enhancement Project (P174402)		
Position Name	Telecom Reforms Expert	Position ID	PK-MoITT-469371-CS-INDV
Vacancy	1	Type of Contract	Individual
		Duration	36 Months

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

The Digital Economy Enhancement Project (DEEP) aims at building the capacity of the Government to provide digitally enabled public services to citizens and businesses. The project will support the development of digital public infrastructure—including for responsible data exchange, digital authentication, and verifiable credentials—and digitalization of public services (including to make them available through a new national citizen portal), which will improve the accessibility and delivery of services, economic opportunities, and social protection.

In addition, DEEP will support a transition towards a digital inventory of administrative procedures and the development of an electronic single window—the Pakistan Business Portal (PBP)—integrated across all three layers of government for new and existing businesses to apply, renew, pay, and meet all their compliance needs. It will also promote civic innovation and digital inclusion.

OBJECTIVES OF THE ASSIGNMENT

The objective of this consultancy is to create comprehensive and clear Terms of Reference (ToRs) and tender documents to facilitate the end-to-end procurement process for engaging firm(s) to deliver key initiatives. These include mapping broadband infrastructure, assessing market failures in the telecom industry, assessing broadband demand, and creating frameworks for rolling spectrum management, licensing, and telecom policy. Preparations for international conferences, telecom KPI development, emerging technologies, tax reforms, and the growth of the fintech and mobile ecosystems are all included in the scope.

This individual consultant will also monitor and supervise the firm's performance to ensure the delivery of the project aligns with the approved ToR's and specified scope. This includes engaging stakeholders, adhering to industry standards, and ensuring regulatory compliance through the DEEP PMU, while also addressing international coordination, technology innovation, and policy reforms.

SCOPE OF THE ASSIGNMENT

The consultant will develop comprehensive Terms of Reference (ToRs) and Request for Proposals (RFPs) for key telecom initiatives, including telecom policy development, licensing policy framework, rolling spectrum strategy, and a telecom dashboard for real-time network insights. They will oversee project and ensure adherence to objectives and standards.

The consultant will ensure the timely initiation, execution, and closure of tasks, adhering to World Bank compliances and coordinating with stakeholders. Key responsibilities include managing risks through identification, assessment, and mitigation plans.

4.1 Deliverables

1. Development of TORs/ RFPs

The consultant has been engaged to develop comprehensive Terms of Reference (ToRs) for selecting firm(s) to deliver key initiatives. The ToRs will outline:

I. Telecom Policy Development

- a) Conduct an in-depth analysis of market failures within the telecom sector.
- b) Provide actionable recommendations to address identified gaps and enhance policy effectiveness.

II. Licensing Policy Framework

- a) Develop a comprehensive framework for telecom licensing, ensuring alignment with industry needs and regulatory objectives.

III. Rolling Spectrum Strategy

- a) Design a strategic plan for spectrum allocation and management, focusing on optimizing utilization and addressing future market demands.

IV. Telecom Dashboard (Fixed and Wireless)

- a) Develop a detailed framework for a telecom dashboard to provide real-time insights into fixed and wireless network performance, coverage, and usage.

V. International & Strategic Telecom Initiatives

- a) Assist in preparations for international forums (WRC, WTDC, MWC, etc.), including policy briefs and position papers.
- b) Formulate Telecom KPIs (National & International) with statistical expertise to measure sector performance.
- c) Provide recommendations on Emerging Technologies & Innovations (Satellite Comm, IoT, AI, etc.) for policy integration.
- d) Analyze and propose Tax Reforms in Pakistan to improve telecom sector competitiveness.
- e) Develop strategies to strengthen the Fintech & Mobile Ecosystem, including regulatory and market incentives

VI. Project Oversight and Stakeholder Engagement

- a) The consultant will provide essential support, monitor, and oversee the performance of the firm(s) to ensure the successful implementation and delivery of the overall DEEP project. They will offer guidance, track progress, and ensure adherence to the project's objectives and standards.
- b) Additionally, the consultant will engage with stakeholders to understand their requirements, align with industry standards, and ensure compliance. Regular reporting to MoITT/DEEP PMU will also be conducted to maintain transparency and accountability.

The consultant will ensure these deliverables align with industry standards, stakeholder needs, and regulatory compliance, forming a robust foundation for onboarding firm(s) to execute the required tasks.

QUALIFICATION AND EXPERIENCE

- 1) Minimum 16 years of education from a reputable/HEC/internationally recognized university in Electrical/Computer/Electronics/Telecom/Information Technology, or a relevant field.
- 2) Minimum 18 years of total professional work experience including national/international level experience in project execution, project communication, coordination formulation, analysis, stakeholder engagements preferably in Telecom/ICT/Digital sector.
- 3) Good understanding of international standards, regulations and practices
- 4) Proven track record of project execution and successful implementation of policies at national/international levels.

- 5) Strong communication, analytical, problem-solving skills and presentation skills with the ability to build consensus among diverse stakeholders at Federal and Provincials.

ADDITIONAL SKILLS / EXPERTISE

- 1) Ability to establish monitoring and evaluation frameworks to assess the policy's impact and effectiveness.
- 2) Ability to effectively organize stakeholder consultations.
- 3) Skills in creating comprehensive and actionable project implementation plans that align with project objectives.
- 4) Ability to develop a long-term vision and strategic goals.
- 5) Ability to work on tools that can help to improve the efficiency and timely delivery of the project.
- 6) Proficiency in conducting thorough research, including literature reviews, case studies, and field research.
- 7) PMP/PRINCE2/ ISO21500 certification.

SCHEDULE FOR THE ASSIGNMENT

The consultant will be appointed on a contract basis for a period of 36 Months.

REPORTING OBLIGATIONS

- 1) The Consultant will report to the Program Director PMU through the Telecom Wing of Ministry of IT & Telecom.

SELECTION CRITERIA

Procurement will be carried out in accordance with the Open Competitive Selection of Individual Consultants in accordance with Bank's Procurement Regulations for Borrowers for Goods, Works, Non-Consulting and Consulting Services and applicable to Investment Project Financing (IPF) hereinafter referred to as "Regulations" dated September 2023.