



CAREER OPPORTUNITIES

Islamabad Electricity Supply Company is a leading power distribution company of Pakistan serving more than 4.0 million customers with annual revenue base of over Rs. 522 billion having operational jurisdiction that covers six districts namely Islamabad, Rawalpindi, Murree, Attock, Jhelum and Chakwal.

IESCO is actively looking for high caliber professionals for the following C-Level positions to lead the respective departments and will report to CEO and to the Board of Directors (BoD) IESCO on case to case basis, if required. The potential candidates shall have a unique opportunity to be part of a leading Distribution Company of Pakistan. Candidate must possess strong leadership, team building, change management and interpersonal communication skills and be proactive, fully conversant with the corporate environment, result-oriented with known integrity and proven track record of credibility.

Sr. No	Name of Post	Required Qualification & Experience
1	Chief HR & Career Planning Officer	<ul style="list-style-type: none"> • Minimum 16-years Degree (MBA/Masters) in Human Resources from a local/foreign university recognized by HEC. • At Least 15 years Post Qualification relevant experience including 03 years of related experience at the Senior Management Level position/ HoD/against positions in BPS-20, in Companies/ Organization having total HR headcounts more than 1,000 or assets of more than five billion rupees. • Professional Certification(s) in HR from well reputed institution(s) (national/international) will be given preference. • Higher degree in the given discipline (HR) will be given preference.
2	Chief Supply Chain Management Officer	<ul style="list-style-type: none"> • Minimum 16-years Degree (MBA/Masters) in Supply Chain from a local / foreign university recognized by HEC or Minimum 16-Years Degree in Electrical/Electronic Engineering from HEC recognized university alongwith certification in supply chain management from recognized institution. • Professional Certification(s) in Supply Chain Management from well reputed institution(s) (national/international) will be given preference. • At least 15 years Post Qualification relevant experience including 03 years of related experience at the Senior Management Level position / HoD / against positions in BPS-20, in Companies/ Organization having total assets of five billion rupees or more. • Higher degree in the given discipline (Supply Chain) will be given preference.
3	Chief IT & System Security Officer	<ul style="list-style-type: none"> • Minimum 16-years degree in Information Systems / Computer Science / Software Engineering / System Engineer or IT related field from HEC recognized local/ foreign university. • At least 15 years Post Qualification relevant experience including 03 years of related experience at the Senior Management Level position/ HoD/against positions in BPS-20, in Companies/ Organization managing enterprises-level IT operations. • Higher degree in any of above disciplines will be given preference. • Following IT / Data based experience in the energy, utilities, infrastructure sector or in a large-scale national/ multinational corporate or public sector organizations will be preferred: <ul style="list-style-type: none"> ➤ Demonstrated Leadership of large-scale IT organizations, with successful delivery of complex digital transformation initiatives across diverse functional areas and business units.

Sr. No	Name of Post	Required Qualification & Experience
		<ul style="list-style-type: none"> ➤ Expertise in IT operations, automation and enterprise platforms such as ERP systems (e.g. SAP, Oracle), programming languages, development frameworks and modern IT architectures. ➤ Strong capability in data governance, data analytics and business intelligence tools. ➤ Up-to-date with global industry trends, including cloud computing, cyber-security, data analytics, artificial intelligence and automation. ➤ Strong experience in enterprise IT governance, including the design and implementation of robust information governance frameworks and cyber-security protocols. ➤ Exceptional communication skills, both verbal and non-verbal with the ability to interact effectively at all levels of the organization and with external stakeholders. ➤ Familiarity with IT-related legal frameworks, especially those related to corporate, labor, regulatory compliance, procurement and data protections laws. ➤ Demonstrated experience in drafting, negotiating and managing complex documents including MoUs, service-level agreements (SLAs) etc. ➤ Established enterprise-wide data security policies, ensure regulatory compliance, and safeguard critical IT infrastructure against evolving threats

REMUNERATION, TENURE & AGE LIMIT:

- Market Based Competitive Salary Package to be decided by BoD IESCO at the time of Selection.
- Contract period is initially for three years (extendable subject to satisfactory performance and on need basis). The Annual Performance Evaluation to be undertaken by the Board of Directors IESCO.
- Upper age limit is 60 years.

OTHER CONDITIONS:

1. The candidate must comply with the 'Fit and Proper Criteria' as laid down under the Companies Act, 2017 and the SOE Act, 2023. Candidate is required to furnish undertaking in this regard on non-judicial stamp paper of requisite value (Rs. 100 or above), as per specimen available on the IESCO website.
2. The candidate must be a Pakistani Citizen.
3. In case of any false / forged information provided in the application, IESCO reserves the right to disqualify a candidate at any stage, and the costs incurred will be recovered from the applicant.
4. Applicant with foreign academic qualification must furnish HEC Equivalence certificate.
5. Candidate should apply only if he/she fulfills the eligibility criteria.
6. IESCO reserve the right to withhold/ cancel the whole recruitment process at any stage without assigning any reason.
7. Applications incomplete in any respect or received after due date will not be entertained and no claim whatsoever thereof will be acceptable.
8. Candidates already serving in Government/ Semi- Government Organization / Autonomous Bodies should apply through proper channel alongwith NOC of the respective department issued on its letter head.
9. In case a Govt. Servant is selected through this competitive process, he/ she shall either resign from his/ her service or seek early retirement from his/ her parent organization before joining IESCO.
10. No candidate shall be appointed against these posts on deputation or lien in any case.

HOW TO APPLY:

Application forms are available on IESCO website. On-line applications should be submitted through IESCO website www.iesco.com.pk. Scanned copies of detailed CV, CNIC, educational documents, certificates, domicile and experience etc. should also be uploaded. Only short listed candidates will be contacted for interview. Applicants are advised to read the following instructions carefully before applying relevant prescribed application form available on the IESCO website.

INSTRUCTIONS:

1. Applicants will apply online alongwith following related documents uploaded with online application portal within 15 days positively from the publication of advertisement:
 - a. Copy of detailed CV with updated career history in chronological order with starting and ending date (DD.MM.YYYY) and with mentioning of all qualifications acquired.
 - b. Copy of CNIC.
 - c. Copies of Degrees/ Testimonials duly verified by the Higher Education Commission (HEC) or the professional body or association whichever is relevant.
 - d. Applicant with foreign academic qualification must furnish HEC Equivalence certificate.
 - e. Attested copy of registration/ Membership with Professional Governing Body.
 - f. Detailed separate list of experiences in chronological order with starting and ending date (DD.MM.YYYY) alongwith experience letter/ certificate etc.
2. Hard copy of all pages of the print version of on-line submitted application alongwith requisite documents should be numbered and signed by the applicant before sending through courier.
3. Candidates shall be required to produce all original documents at the time of interview.
4. IESCO is an equal opportunity employer.
5. Only short-listed candidates will be invited for interviews/selection process.
6. No TA/DA will be admissible for interview/ selection process.

Director General (HR)

**IESCO Head Office, Street - 40, Sector: G-7/4, Islamabad,
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