



EXPRESSION OF INTEREST (EOI)

Hiring of Services of **PROJECT INCREMENTAL STAFF** for Project Coordination Unit & City Implementation Teams
 Developing Resilient Environment and Advancing Municipal Services (DREAMS-I), LG&CDD

Applications are invited from highly qualified and experienced individuals for the recruitment of **Project Incremental Staff** purely on contract basis initially for a period of one (01) year (extendable based upon satisfactory performance) under the Project DREAMS-I. Detailed Term of Reference (TORs) for the positions can be downloaded from PMU-PICIIP website (<https://piciip.gop.pk/index.html>) under the link Download/Publications and ABD CMS <https://www.adb.org/projects/tenders/group/consulting> as well. Interested candidates shall submit their complete EOI through ADB's Consultant Management System (CMS) **only**.

SECTION A: PROJECT COORDINATION UNIT (LAHORE)

Project Coordination Specialist (HUD & PHED)

(01 Post)

Max. Age Limit: 55 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or postgraduate degree in engineering (Civil, Electrical, Mechanical, Environmental) preferably, or social sciences.
- In general, 8 years of experience with minimum 2-3 years of experience in project management and coordination, preferably minimum 2-3 years' experience in a government organization or development sector project.
- Knowledge of ADB procurement guidelines, financial management policies, and reporting requirements. Strong analytical and problem-solving skills, with the ability to work independently and as part of a team.

Project Development Specialist

(01 Post)

Max. Age Limit: 55 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in Civil Engineering, Environmental Engineering, City & Regional Planning, Urban Development Engineering, Transportation Engineering, Architectural Engineering or an equivalent qualification in a relevant field.
- Preference will be given to the candidate having master's degree or relevant trainings in the above fields or a bachelor's in above mentioned relevant disciplines supplemented with master's in project management, business management or a relevant field etc. Specialized technical or project management certifications will also be considered favorably.
- Preferably 10 years of overall work experience in project management of infrastructure projects related to Water & Sanitation in Urban Sector.

Project Coordination Specialist (Authority)

(01 Post)

Max. Age Limit: 55 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or postgraduate degree in social sciences/administrative sciences, or a related field.
- In general, 8 years of experience with minimum 2-3 years' experience in project management and coordination, preferably minimum 4 years' experience in a government organization or development sector project in Governance reforms and Capacity Building.
- Strong project management skills, including planning, budgeting, monitoring, and reporting.

Human Resources Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in HR, Business Administration or a related field.
- Minimum of 5 years of experience in HR and administration, preferably in development projects funded by international financial institutions.
- Familiarity with ADB's financial management policies, procedures, and guidelines excellent organizational and management skills, with the ability to manage multiple tasks and priorities simultaneously.
- Strong interpersonal and communication skills, with the ability to work effectively with people from different backgrounds and cultures.
- Strong analytical and problem-solving skills. Proficiency in MS Office applications, particularly Excel and Word.

Admin & Finance Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in Finance, Business Administration, Accounting, or a related field.
- Minimum of 5 years of experience in financial management and administration, preferably in development projects funded by international financial institutions.
- Familiarity with ADB's financial management policies, procedures, and guidelines Excellent organizational and management skills, with the ability to manage multiple tasks and priorities simultaneously.
- Strong interpersonal and communication skills, with the ability to work effectively with people from different backgrounds and cultures.
- Strong analytical and problem-solving skills. Proficiency in MS Office applications, particularly Excel and Word.

Project Compliance Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or postgraduate degree in engineering (Civil, Electrical, Mechanical, Environmental)

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- Knowledge of relevant policies, regulations, and standards related to urban development schemes and infrastructure development. Having strong knowledge of Urban Governance and Capacity Building.

**Project Compliance Specialist
(01 Post)**

Max. Age Limit: 55 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or postgraduate degree in engineering (Civil, Electrical, Mechanical, Environmental) preferably, or environmental sciences/social sciences or related field.
- In general 8 years of relevant experience in compliance monitoring, preferably minimum 3 years' experience on large scale foreign funded project in Public or Private Sector.
- Knowledge of ADB procurement guidelines, financial management policies, and reporting requirements. Strong analytical and problem-solving skills, with the ability to work independently and as part of a team.
- Strong analytical and problem-solving skills, with the ability to identify areas of non-compliance and develop effective corrective action plans.
- Excellent written and oral communication skills, with the ability to prepare clear and concise compliance reports and deliver training and presentations.
- Ability to work independently and as part of a team, and to collaborate effectively with stakeholders at all levels.

**Communications Associate Expert
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A Bachelor's degree in communications, public relations, journalism, or in the stream of social sciences.
- At least 4 years of experience in communications or public relations, preferably in the development sector. Strong writing and editing skills.
- Excellent interpersonal skills, with the ability to work effectively with a range of stakeholders.
- Experience in project planning and coordination.
- Experience in social media management and content creation.

**Gender Associate Expert
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A Bachelor's degree in social sciences (Gender Studies), Gender or another relevant field is required.
 - Preferably have at least 4 years of experience of working in the role of program/project support in the national level organizations working on social development and gender issues.
 - Demonstrated experience of working on gender issues particularly in the context of South Punjab.
 - Proven abilities of coordinating similar projects with diverse and multi-stakeholders.
 - Good understanding of community mobilization approaches, willingness to travel, has at least 2 years of experience in monitoring projects, has good communication and reporting skills.
- Regular coordination and communication with the CIT and the community mobilization teams and on-going monitoring and reporting of gender interventions at multiple levels under all outputs.

preferably, or environmental sciences/social sciences or related field.

- The candidate should have at least 5 years of relevant work experience in waste management and treatment, with a proven track record of successful project implementation.
- Experience working in a similar role in the public sector, with a focus on environmental sustainability, would be an added advantage.
- Possess in-depth technical knowledge of waste management and treatment technologies, including landfill design and operations, waste-to-energy conversion, and composting.
- They should be familiar with ADB guidelines for waste management and treatment in Pakistan and have experience in conducting environmental impact assessments and developing environmental management plans.

**Project Development Expert
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in a relevant field such as engineering (Civil, Electrical, Mechanical, Environmental), architecture, urban planning, or development studies.
- At least 5 years of relevant experience in project development, preferably in the development sector or with a government agency.
- Experience in conducting research and analysis to identify potential projects and prepare project proposals.
- Familiarity with the project cycle, including project design, implementation, monitoring, and evaluation.
- Excellent analytical and problem-solving skills, with the ability to identify and mitigate project risks.
- Strong written and verbal communication skills, with the ability to prepare clear and concise reports and project documentation.
- Knowledge of government regulations and standards related to project implementation.

**M&E Expert
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in engineering (civil, electrical, mechanical, environmental), social sciences, development studies, statistics, engineering or a related field.
- Master's degree preferred. At least 5 years of experience in monitoring and evaluation of development projects.
- Experience with quantitative and qualitative data collection and analysis, and the use of statistical software.
- Knowledge of M&E methodologies, tools, and techniques. Knowledge of development issues, particularly related to water services and management, and solid waste management.
- Excellent analytical, report writing and communication skills. Strong organizational and project management skills.
- Ability to work effectively in a team environment and with stakeholders at all levels.

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TECHNICAL EXPERTS, PROJECT COORDINATION UNIT (LAHORE)

Institutional & Capacity Development Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in Social Sciences, Management, HRM, Business Administration or a related discipline.
- A minimum of 5 years of relevant work experience in institutional/organizational reforms, capacity building, human resource management, public policy, training and development, strategic planning, and performance management.
- Preferably 5 years of work experience in similar projects, in similar capacity, and in countries with comparable geographic & economic conditions. Knowledge and experience of international best practices, laws and policies related with institutional reforms, organizational design, public sector governance, and capacity building are essential for this position.

Local Governance / Municipal Services Specialist

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate in Development Studies, Public Policy, Urban/Town Planning, Civil Engineering or a related discipline.
- In general, 5 years of relevant work experience in matters related to Municipal service delivery, local governance reforms, etc.
- Preferably 5 years of work experience in similar projects particularly related to municipal services.
- Knowledge of local laws and policies related with municipal systems would be essential for this position.
- Experience of working in international development and with international donor organizations would be preferred.

Municipal Financial Management Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree in Finance, CA, MBA or a related field.
- The candidate should have a general experience of 5 years with at least 2-3 years of relevant work experience in Urban Sector Development, with a proven track record of successful Municipal Finance.
- Experience working in a similar role in the public sector, with a focus on climate resilience.
- Possess in-depth technical knowledge of Local Rules & Laws, policies and acts associated with urban municipal sector.

SCADA Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in electrical engineering, computer engineering, mechatronics engineering or a related field, with at least 5 years of experience in the SCADA systems in large-scale water supply and solid waste management systems.
- Strong knowledge of SCADA design principles and protocols, and experience in designing and installing SCADA systems in water supply / solid waste management systems.

Experience in developing and implementing SCADA maintenance and monitoring programs.

Legal Reforms and Compliance Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in social sciences, Law, Urban Governance or a related field.
- The candidate should have a general experience of 5 years with at least 2-3 years of relevant work experience in Urban Sector Development and Urban Municipal Services, with a proven track record of successful project implementation.
- Experience working in a similar role in the public sector, with a focus on Legal Reforms, Capacity Building and Compliance management.
- Possess in-depth technical knowledge of Local Rules & Laws, policies and acts associated with urban sector.

Environment Management Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree in environmental engineering, Environment and Urban Governance or a related field.
- The candidate should have a general experience of 5 years with at least 2-3 years of relevant work experience in Urban Sector Development and Urban Municipal Services, with a proven track record of successful project implementation.
- Experience working in a similar role in the public sector, with a focus on climate resilience.
- Possess in-depth technical knowledge of Local Rules & Laws, policies and acts associated with urban sector and Environment.

Project Management Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree in Engineering, Project Management or a related field.
- The candidate should have a general experience of 5 years with at least 2-3 years of relevant work experience in Urban Sector Development, with a proven track record of successful Municipal Finance.
- Experience working in a similar role in the public sector, with a focus on climate resilience and effective smart project management.
- Possess in-depth technical knowledge of Local Rules & Laws, policies and acts associated with urban municipal sector.

Solid Waste Management Expert

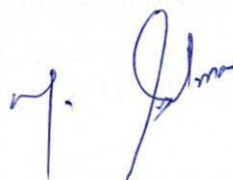
(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree in Civil engineering or Environmental Engineering, or a related field.
- The candidate should have a general experience of 5 years with at least 2-3 years of relevant work experience in Urban Sector Solid Waste Management, with a proven track record of successful project implementation.

Experience working in a similar role in the public sector, with a focus on Integrated Solid Waste Management



**Contract Management Expert
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree in Corporate Law, Project Management, Engineering, or a related field.
- The candidate should have a general experience of 5 years with at least 2-3 years of relevant work experience in Urban Sector Development, with a proven track record of successful project implementation.
- Experience working in a similar role in the public sector, with a focus on climate resilience.
- Possess in-depth technical knowledge of Local Rules & Laws, policies and acts associated with urban Water sector.
- Proven knowledge of FIDIC and working on Large Development Project.

Design and Operations.
**Water Supply Design Expert
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree in Civil engineering, or a related field.
- The candidate should have a general experience of 5 years with at least 2-3 years of relevant work experience in Urban Sector Development and Urban Municipal Water Supply Services, with a proven track record of successful project implementation.
- Experience working in a similar role in the public sector, with a focus on climate resilience.
- Possess in-depth technical knowledge of Local Rules & Laws, policies and acts associated with urban Water sector.

Section B: WASA Rawalpindi City Implementation Team

**Internal Auditor
(01 Post)**

Max. Age Limit: 55 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree in finance, accounting, or a related field. A professional certification (e.g., CIA, CMA, CPA) is preferred.
- Proven minimum 8-year experience in conducting financial audits, preferably within the water supply or infrastructure sector.
- In-depth knowledge of financial and accounting principles, practices, and regulations.
- Familiarity with project management principles and methodologies. Strong analytical and problem-solving skills, with the ability to identify and address financial and operational risks.
- Excellent attention to detail and accuracy in financial analysis and reporting.
- Effective written and verbal communication skills, including the ability to present complex information in a clear and concise manner.
- Proficiency in using financial management software and MS Office applications.
- Ability to work independently and as part of a team, with strong time management and organizational skills

**Mechanical Infrastructure Expert
(02 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree in mechanical engineering.
- Minimum of 5 years of experience in mechanical engineering or a related field with focus strong focus on water supply and sanitation infrastructure is desirable.

**Gender Expert
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in Gender Studies, Social Sciences or a relevant discipline; in general minimum 4 years of work experience in matters related to gender mainstreaming, social safeguards etc.
- Preferably 2 years of work experience in similar projects particularly related to local governments and urban development reforms.

**Electrical Infrastructure Expert
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate in a relevant technical subject such as electrical engineering.
- The candidate must have subject specific technical knowledge and expertise and an eye for detail and a methodical work process.
- 5 years of relevant work experience in matters related to electrical engineering, infrastructure development etc.; preferably 3 years of experience of working in similar projects/assignments, in similar capacity and in organizations with comparable conditions.

**Communications & Community Engagement Expert
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in Social Sciences, Mass communication, Business Administration or another relevant field required.
- Minimum 4 years of senior level experience in developing communication and/or community engagement is required.
- Minimum of 2 years of experience in community engagement, preferably in the water and sanitation industry.
- Excellent communication and interpersonal skills, with the ability to build positive relationships with a diverse range of stakeholders.
- Strong organizational skills, with the ability to manage multiple projects simultaneously.
- Experience developing and implementing community engagement strategies, including community events, workshops, and outreach activities.
- Ability to work independently and collaboratively with internal and external stakeholders.
- Proficiency in Microsoft Office and social media platforms.
- Knowledge of water and sanitation issues, including policies, regulations, and best practices, is a plus.

**Social Mobilizers-Community Awareness Program
(08 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

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- Experience of working in development sector and with international donor organizations would be preferred.
- Knowledge of best practices, local laws and policies related with gender issues would be essential for this position; and excellent communication skills (written and oral) and strong inter-personal skills are considered an advantage.

**Civil Infrastructure Expert
(03 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree in Civil Engineering or a relevant discipline.
- In general, 5 years of relevant work experience in matters related to civil engineering, infrastructure development etc.
- Preferably 3 years of experience of working in similar projects/assignments, in similar capacity and in organizations with comparable conditions

M&E Expert

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in Engineering,
- Minimum 5 years of general experience with two years of specialized experience of undertaking monitoring and evaluation (M&E) activities.
- Excellent written and spoken communication skills in English.

- A graduate or preferably postgraduate degree in Social Sciences, Mass communication, Business Administration or another relevant field required.

- Minimum 4 years of senior level experience in developing communication and/or community engagement is required.

- Minimum of 2 years of experience in community engagement, preferably in the water and sanitation industry.

- Excellent communication and interpersonal skills, with the ability to build positive relationships with a diverse range of stakeholders.

- Strong organizational skills, with the ability to manage multiple projects simultaneously.

- Experience developing and implementing community engagement strategies, including community events, workshops, and outreach activities.

- Ability to work independently and collaboratively with internal and external stakeholders.

- Proficiency in Microsoft Office and social media platforms.

- Knowledge of water and sanitation issues, including policies, regulations, and best practices, is a plus.

Section C: Bahawalpur WMC City Implementation Team

**General Manager for Projects
(01 Post)**

Max. Age Limit: 55 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in Management/Civil Engineering/Public Administration/Public Policy or a relevant discipline.
- In general, minimum 10 years of relevant work experience in project management, public administration etc.
- Preferably minimum 7 years of experience of working in similar projects/assignments, in similar capacity and in organizations with comparable conditions. Knowledge of best practices, laws and policies related to local government and municipal services is essential for this position.
- Experience of working in the development sector and with international donor organizations would be preferred.

**Solid Waste Management Landfill Site Engineer
(01 Post)**

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate degree in environmental engineering, civil engineering, or related field. Minimum of 5 years of experience in landfill operations and management.
- Knowledge of federal and state regulations related to solid waste management and landfill operations.

Manager Revenue

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in marketing, business administration, or any other related discipline in the stream.
- In general, minimum 8 years of experience in revenue management, pricing strategy, or related fields.
- Strong knowledge of revenue management principles and practices, pricing strategy, and customer account

**Manager Solid Waste Management
(01 Post)**

Max. Age Limit: 55 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in civil engineering, environmental sciences, or waste Management or related subject or equivalent with a minimum experience of 8 years, preferably minimum 4 years of experience in landfill site/ solid waste management planning and designing.
- Preferably having designed landfills sites, secondary and primary transfer equipment, vehicles design & specification and transfer stations expertise.

Solid Waste Management – Material Recovery Facility Engineer

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate degree in Mechanical Engineering, Environmental Engineering & Environmental Science or related field.
- Minimum of 5 years of experience in solid waste management, with a preference in the design, construction, and operations of Material Recovery Facilities (MRFs) in a solid waste management context.
- Experience in providing technical assistance and capacity building to staff and stakeholders in the operation and maintenance of MRFs. Strong technical knowledge of MRF design and operation, including equipment selection and sizing, process flow, and maintenance requirements.
- Experience in the use of relevant software tools for MRF design and simulation.
- Familiarity with relevant national and international standards and guidelines for MRF design and

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management.

- Ability to generate revenue by identifying pain points and suggesting suitable products or services.
- Excellent written and verbal communication skills. Resourceful, with outstanding research skills.

Manager Environment & Climate Change

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in environmental engineering or post-graduate degree in environmental science or a related discipline.
- At least 8 years of experience in environmental management and monitoring of projects, environmental assessment and/or design and implementation of environmental mitigation measures.

Manager Gender

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in Gender Studies, Social Sciences, or a relevant discipline.
- Minimum of 8 years of work experience in matters related to gender mainstreaming, social safeguards etc.
- Preferably 5 years of work experience in similar projects particularly related to local governments and urban development reforms.
- Experience of working in the development sector and with international donor organizations would be preferred.
- Knowledge of best practices, local laws and policies related to gender issues would be essential for this position; excellent communication skills (written and oral) and strong interpersonal skills are considered an advantage.

Assistant Manager Collection & Recovery

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in social sciences, environmental engineering, or an equivalent field.
- Minimum 8 years' experience in resettlement planning and implementation preferably in projects financed by multilateral finance institutions.
- Strong knowledge of ADB social safeguards policies and procedures.

Manager Social Safeguards & Resettlement

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in social sciences, environmental engineering, or an equivalent field.
- Minimum 8 years' experience in resettlement planning and implementation preferably in projects financed by multilateral finance institutions.
- Strong knowledge of ADB social safeguards policies and procedures.

Manager M&E

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate in Economics, Development Studies or a relevant discipline.
- Minimum of 8 years of work experience in matters related to monitoring, evaluation and quality assurance of reform projects; preferably minimum 3 years of work experience in

operations.

- Excellent communication and interpersonal skills, including the ability to work effectively with a diverse range of stakeholders.

Manager Community Engagement

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate or preferably postgraduate degree in Mass Communications, Journalism, Business Administration, or a relevant discipline.
- A minimum of 8 years of work experience in matters related to communication, marketing, outreach, and advocacy etc.
- Preferably 5 years of work experience in similar projects particularly related to local governments, urban development reforms and solid waste management sector.
- Experience of working in the development sector and with international donor organizations would be preferred.
- Knowledge of best practices, laws and policies related to communication and marketing campaigns, media relations and advocacy is essential for this position.
- Excellent communication skills (written and oral) and strong interpersonal skills would be considered an advantage.

Assistant Manager Revenue & Billing

(01 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Minimum 16 years of education in the fields of Business Administration, Finance, Commerce or equivalent from HEC recognized university.
- Minimum 4 years of post-qualification relevant experience in renowned public/private sector.
- Excellent administrative, negotiation, and analytical skills. Advanced knowledge of local government laws and policies

Social Mobilizers-Community Awareness Program

(08 Post)

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- Graduate or preferably postgraduate degree Mass Communication, Social Sciences, Sociology, Gender Studies or a relevant discipline.
- At least 2 years of experience of working in the role of program/project support in the national level organizations working on social development and gender issues particularly in social mobilization.
- Have a good understanding of the gender and social inclusion issues particularly in the context of South Punjab.
- Proven abilities of working with multi-stakeholders and diverse communities and working directly with the project beneficiaries at the grassroots level in Bahawalpur.
- Good communication and reporting skills will be preferred. Knowledge of local languages (Urdu and Saraiki) is required.
- Ability and willingness to travel and conduct field visits

Field Associates

(04 Post)

Similar projects particularly related to local governments and urban development reform

- Experience of working in development sector and with international donor organizations would be preferred.
- Knowledge of best practices, laws and policies related with design and implementation of M&E framework and assessment of development projects is essential for this position.
- Excellent communication skills (written and oral) and strong inter-personal skills would be considered an advantage

Max. Age Limit: 45 Years

QUALIFICATIONS & EXPERIENCE

- A graduate degree in Environmental Science, Social Sciences, or in the stream of social sciences.
- At least 2 years of relevant experience in project management, community engagement, or related fields.
- Experience in Solid Waste Management projects or related fields are preferred. Strong communication, interpersonal, and analytical skills.
- Good computer skills, including Microsoft Office applications. Fluency in Urdu, English and Saraiki, both oral and written.
- The Field Associate will be based in Bahawalpur city and will be required to travel frequently within the project area

Note: Market-based attractive salary packages will be offered as approved in the PC-I of the Project. Women, disable persons and candidates from minorities are encouraged to apply.

Expression of Interest (EOI) must be submitted online via ABDs CMS no later than 15th March 2024 only. Direct submission of EOIs to PCU & LG&CDD is not acceptable in any case. All eligible government employees may also apply for any of the above positions through proper channel. Candidates already serving in any Government Project must obtain Departmental Permission from concerned Administrative Secretary prior to applying for any other project position and attach with EOI in the light of Policy Letter No.3(2)ECA/P&D/23/IV dated 21.09.2023. Only Punjab domiciled candidates are eligible to apply. All documents should be attached separately against each post on CMS Portal. Incomplete EOI without attachments of educational testimonials, experience certificates, copy of CNIC etc. will not be entertained in any case.

**PROGRAM DIRECTOR (PMU-PICIP) LG & CD DEPARTMENT
58 C-3, Gulberg III Lahore, Pakistan.**



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