

## Terms of Reference

1. Name of Post:	<b>Fiscal and Monetary Specialist</b>
Qualification:	Advanced Degree in Economics (preferably PhD) with specialization in Monetary and Public Finance, from a reputed university with strong record of academic achievement.
Experience:	<ul style="list-style-type: none"><li>-Three to fifteen years experience in fiscal and monetary field.</li><li>-Strong analytical skills with ability to gather and analyze significant quantities of data.</li><li>-Ability to lead and participate effectively in multidisciplinary team and contribute in policy dialogue at high-level forum.</li></ul>
Responsibilities:	<ul style="list-style-type: none"><li>-Policy review and analysis of fiscal policies of the federal and provincial governments with a view to develop policy recommendations in the areas of development expenditure, current expenditure, revenues (both tax and non-tax), and capital receipts including internal and external borrowings, recovery of user charges and reduction in subsidies during short, medium and long term development plans.</li><li>-Evaluation and preparation of projections of both internal and external budgetary resources required for annual development plans, mid-year reviews, five yearly development plans and Vision 2030.</li><li>-Policy review and analysis of domestic credit situation and foreign monetary assets in order to recommend appropriate changes in monetary and credit policies and other sector reforms.</li><li>-Preparation of material relating to monetary policy for annual, five year and perspective plans and for mid-term review meetings of the “Fiscal and Monetary Board” and “Private Credit Advisory Council (PSCAC)”</li><li>-Any other assignment related to the subject.</li></ul>

<p>2. Name of Post:</p> <p>Qualification:</p> <p>Experience:</p> <p>Responsibilities:</p>	<p><b>Macro Economic Specialist</b></p> <p>Advanced Degree in Economics (preferably PhD) with specialization in Macroeconomics from a reputed university, with strong record of academic achievement.</p> <p>-Three to fifteen years relevant experience in the field of applied Macroeconomics.</p> <p>-Strong quantitative analytical skills, ability to gather and analyze significant quantities of data, and able to prepare Economic Models/frameworks.</p> <p>-Able to lead and participate effectively in multidisciplinary team and contribute in policy dialogue at high-level forum.</p> <p>-Policy review and analysis of the Federal and Provincial Governments having direct/indirect impact on GDP growth, investment and savings etc, during short, medium and long-term periods to develop policy recommendations.</p> <p>-Preparation of Macroeconomic framework for the annual, medium and long-term development plans.</p> <p>-Design and module for preparing and updating Macroeconomic Framework reflecting the impact of changes in its various inputs.</p> <p>-To undertake assessment of the latest trends in investment and savings to prepare independent estimates of investment and savings.</p> <p>-Assist in preparing material for annual, five year and Vision 2030 and for mid-term review meetings of the NEC.</p> <p>-Any other assignment related to the subject.</p>
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3. Name of Post:	<b>International Economic Specialist</b>
Qualification:	Advanced Degree in International Economics (preferably PhD) from a reputed university, with strong record of academic achievement.
Experience:	Three to ten years experience to analyze, study, and cope with the existing pace of economic development in the country while taking advantage of other competing regional and international economies in the face of challenges and sustaining its growth momentum in trade, investment and financial flows/growth strategies.
Responsibilities:	<ul style="list-style-type: none"> <li>-Challenges/opportunities offered by post-WTO era role of Planning Commission.</li> <li>-Challenges/opportunities offered by Regional Trade Agreements (RTAs)/ Free Trade Agreements (FTAs).</li> <li>-Services sector Development.</li> <li>-Trade, investment and financial flows strategies from long term perspective.</li> <li>-WTO compliance and growth of economy through export competitiveness and new competencies.</li> <li>-Any other assignment related to the subject.</li> </ul>

<p>4. Name of Post:</p> <p>Qualification:</p> <p>Experience:</p> <p>Responsibilities:</p>	<p><b>Rural Development &amp; Devolution Specialist</b></p> <p>Masters Degree, preferably PhD in Social Sciences with specialization in Rural Sociology, Rural Economics.</p> <p>Minimum 10 years for Master Degree and 5 years for Ph.D degree holders in respective field.</p> <p>-To undertake analytical, policy and strategic initiatives for effective operationlization of vision 2030.</p> <p>-To monitor the whole process of Medium Term Development Framework (MTDF) 2010 in order to achieve desired targets of Rural Development Policy.</p> <p>-To devise policies and strategies for rural areas and to identity specific methodology /time frame for resource distribution amongst various segments of rural development.</p> <p>-To suggest concrete measures for capacity enhancement &amp; strengthening the institutional arrangement in rural areas particularly in Special Areas of Pakistan.</p> <p>-To devise a workable policy to enhance public private partnership for rural and area development in Pakistan.</p> <p>-To devise strategy to improve social and physical infrastructure and implementation mechanism for the projects for Rural Development especially in Special Areas.</p> <p>-To suggest measures to ensure participatory approach to development for the development activities in respective areas especially through coordination with National Rural Support Program, Social Mobilization Programme &amp; Rural Support Program Net work as well as the CCB framework provided in the LGO 2001.</p> <p>-To prepare policy to generate activities in the non-farm sector, including agro-processing, provision of agricultural inputs and supply of basic consumer goods and services.</p> <p>-Any other assignment related to the subject.</p>
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<p>5. Name of Post:</p> <p>Qualification:</p> <p>Experience:</p> <p>Responsibilities:</p>	<p><b>Roads and Bridges Sector Specialist</b></p> <p>Masters in civil engineering/road &amp; traffic engineering/urban transportation, preferably in combination with economics from a well reputed university.</p> <p>Minimum of 15 years work experience with public/private sector departments and / or national and international agencies.</p> <p>-To review design, traffic forecasting &amp; costing of roads, bridges and road transport sector projects and make recommendations for improvement.</p> <p>-To prepare data base of traffic and all kinds of roads in the country including National, Provincial, and Rural roads.</p> <p>-To evaluate impact of roads, bridges and road transport sector on economy, trade, poverty alleviation, education, health and employment generation etc. and identify strategies to improve weak areas.</p> <p>-International benchmarking and development of performance indicators in the sector.</p> <p>-To assist in formulation of an integrated plan for the development of road and road transport sector in light of new transport policy being developed and coordinate research &amp; planning work of planning agencies in provinces to ensure consistency in policy.</p> <p>-Technical/economic appraisal of PC-1s', monitoring of road, bridges and road transport sector projects during implementation and their evaluation after completion.</p> <p>-To provide assistance to T&amp;C section in sectoral and project planning, including preparation of budgeting, annual, medium, long-term, and perspective plans of all roads, bridges and road transport sector projects.</p> <p>-To provide counseling and assistance to T&amp;C section in project approval and decision-making process.</p> <p>-To determine and monitor targets in the road, bridges and road transport sector.</p> <p>-Any other assignment related to the subject.</p>
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6. Name of Post:	<b>Railway Sector Specialist</b>
Qualification:	Professional degree in civil engineering/railway engineering/urban transportation, preferably in combination with economics/MBA (finance), from a reputed university.
Experience:	Minimum of 15 years relevant work experience with national and international agencies.
Responsibilities:	<ul style="list-style-type: none"> <li>-To review design and costing of railways sector projects (including urban mass transit) and give recommendations for improvement.</li> <li>-To evaluate impact of railways sector on economy, trade, poverty alleviation, education, health, employment generation, and make recommendations to improve weak areas.</li> <li>-International benchmarking and development of performance indicators in the railways sector.</li> <li>-To assist in formulation of an integrated plan for development of railways sector in light of new transport policy being developed and coordinate research and planning work with Pakistan Railways to ensure consistency in policy.</li> <li>-Technical/economic appraisal of railways and rail mass transit sector projects and their monitoring during implementation including completion evaluation.</li> <li>-To provide assistance to T&amp;C section in sectoral and project planning including preparation of budgeting, annual, medium, long-term, and perspective plans of railways sector projects.</li> <li>-To provide counseling and assistance to T&amp;C section in project approval and decision-making process.</li> <li>-To determine and monitor targets in railways sector.</li> <li>-Any other assignment related to the subject.</li> </ul>

<p>7. Name of Post:</p> <p>Qualification:</p> <p>Experience:</p> <p>Responsibilities:</p>	<p><b>Ports and Shipping Sector Specialist</b></p> <p>Bachelor/Masters degree in ports engineering, preferably in combination with ports economics/engineering, from a reputed university.</p> <p>Minimum of 15 years relevant work experience with national and international agencies.</p> <p>-To review design and costing of ports &amp; shipping sector projects and give recommendations for improvement.</p> <p>-To evaluate impact of ports &amp; shipping sector projects on economy, trade, poverty alleviation, education, health, employment generation etc. and give recommendations for improvements in weak areas.</p> <p>-International benchmarking and development of performance indicators in ports &amp; shipping sector.</p> <p>-To assist in formulation of an integrated plan for development of Ports &amp; Shipping sector in light of new transport policy being developed and coordinate research and planning work to ensure consistency in policy.</p> <p>-Technical / economic appraisal and monitoring of all Ports &amp; Shipping sector projects during implementation including completion evaluation.</p> <p>-To provide technical assistance to T&amp;C section in sectoral and project planning including preparation of budgeting, annual, medium, long-term, and perspective plans of all Ports &amp; Shipping sector projects.</p> <p>-To give counseling and assistance to T&amp;C section in project approval and decision making process in shipping sector.</p> <p>-Any other assignment related to the subject.</p>
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8. Name of Post:	<b>Energy Economic Specialist</b>
Qualification:	Masters in Economics/Energy Economics.
Experience:	15 years of experience in energy economics. Experience with multinational energy sector entities will be considered an asset.
Responsibilities:	<ul style="list-style-type: none"> <li>-Economic and financial appraisal of energy sector projects/programmes.</li> <li>-Contribute to the vision for development and utilization of indigenous resources, particularly in relation to economic/financial aspects.</li> <li>-To propose fiscal incentives on pattern of international best practices on energy sector policies.</li> <li>-To analyze national &amp; international energy pricing.</li> <li>-Must be computer literate and have work experience of MS Word, Excel and Power Point.</li> <li>-Prepare financial reports, data collection formats and analytical reports and summaries.</li> <li>-Interact with energy sector entities on economic parameters, pricing proposals and balance of payments effects.</li> <li>-To review financial statements and financial planning of energy sector agencies such as WAPDA, SNGPL, SSGC and OGDCL etc.</li> <li>-Any other assignment related to the subject.</li> </ul>

9. Name of Post:	<b>Urban Development Specialist</b>
Qualification:	Masters in Urban/ Municipal Engineering, Urban related fields.
Experience:	15 years experience in urban development and management. International experience will be considered an asset.
Responsibilities:	<p>-To review and analyze urbanization process at national and provincial levels, and assist in developing National Spatial Strategy.</p> <p>-To review urban administration arrangements and suggest institutional and capacity building measures to improve decision-making in horizontal and vertical coordination.</p> <p>-To make recommendations for improvement, rehabilitation and augmentation/extension of urban centers, including their economic growth, social and rural uplift, environmental and civic amenities, provision of necessary utilities and services, urban transport and traffic, and slums/Katchi Abadis.</p> <p>-To identify measures for urban development including effective solid waste management, reduction of waste generation, emission of pollutants, conservation of green areas/parks/play grounds/public places, urban renewal and demand management of essential services.</p> <p>-To make recommendations for efficient urban land administration.</p> <p>-To recommend measures for economic efficiency of cities, efficient urban service delivery, development of public-private partnerships, and for social mobilization and participatory development.</p> <p>-To propose measures for enhancing urban local financial capacity.</p> <p>-Any other assignment related to the subject.</p>

10. Name of Post:	<b>Social Sector Infrastructure Planning Specialist</b>
Qualification:	<p>-Qualified professional possessing advanced degree in Civil Engineering, Architecture/ or Town Planning. Additional qualifications in Economics or MBA would be preferred.</p>
Experience:	<p>-Registered with Pakistan Engineering Council (PEC) or Pakistan Council of Architects and Town Planners.</p>
Responsibilities:	<p>-Minimum of 10 years of experience in public/ private sector organizations involved in social sector infrastructure projects planning, preparation of project proposal, financial/ economic appraisal, development of monitoring &amp; evaluation, particularly related to social sectors.</p> <p>-To assist the concerned sections in Planning Commission in planning, monitoring and evaluation of social sector projects.</p> <p>-Evidence of previous contribution in these fields will be required.</p> <p>-Any other assignment related to the subject.</p>

<p>11. Name of Post:</p> <p>Qualification:</p> <p>Experience:</p> <p>Responsibilities:</p>	<p><b>Transport Economist</b></p> <p>-Masters in economics from a recognized university.</p> <p>-15 years experience as transport economist in policy and strategy development, appraisal, monitoring and evaluation. International experience will be considered an asset.</p> <p>-To review investments in Transport &amp; Communications sector, including roads, road transport, railways, ports and shipping, aviation, and telecom, and identify linkages with other sectors of economy for evaluating impact.</p> <p>-To formulate an integrated plan for development of transport &amp; communication sector in relation to transport policy, coordinate research and planning work of development agencies, including identification of high impact projects.</p> <p>-Economic appraisal during project development, monitoring during project implementation and evaluation of infrastructure projects of transport &amp; communication sector.</p> <p>-To determine viability of integrated plan at macro level and individual projects at micro level.</p> <p>-Forecasting of traffic of domestic and international trade, imports/exports potential and make recommendations for improving infrastructure capacity to meet future potentials.</p> <p>-To give assistance in sectoral and project planning including preparation of budgeting, annual, medium, long-term, and perspective plans of all infrastructure projects in transport &amp; communication sector.</p> <p>-Any other assignment related to the subject.</p>
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12. Name of Post:	<b>Educational Planning Specialist</b>
Qualification & Experience:	-Advanced degree, preferably PhD, in Education Planning and/or related field with ten yeas of experience.
Responsibilities:	<p>-To extend input on Policy matters pertaining to school, college and technical Education, curriculum development and teacher training.</p> <p>-Previous contributions in the fields will be important.</p> <p>-Any other assignment related to the subject.</p>

13. Name of Post:	<b>Environmental Economics and Policy Specialist</b>
Qualification:	-Master in Environmental Economics, Environmental Planning or related disciplines.
Experience:	-Minimum of 15 years experience in environmental economics and policy. International experience will be considered an asset.
Responsibilities:	<p>-To facilitate introduction of concepts of “Environmental Monitoring and Evaluation”, “Environmental Accounting”, and “Environmental Auditing” in national development planning and policy formulation.</p> <p>-Elaborate on potential contribution of “Environmental Monitoring, Evaluation, Accounting and Audit” to Economic and Environment Policy Making.</p> <p>-To collect and compile baseline information/data about environmental, social and economic conditions at national and provincial levels.</p> <p>-Develop valuation of case studies to determine costs of “Environmental Degradation” and “Environmental impact/s”.</p> <p>-Formulate “Mitigation Measures” and “Resettlement/Rehabilitation plans” to minimize environmental impacts including mitigation costs.</p> <p>-To asses rate of recovery of annual extraction/depletion and identify necessary requirements of re-generation of renewable and non-renewable natural resource to formulate strategies for regeneration or recouping of degraded natural resources.</p> <p>-Indicate environment related legal, regulatory and procedural requirements necessary for effective implementation.</p> <p>-Arrange workshops and training courses, and outline awareness and education support for incorporating “Environmental Monitoring, Evaluation, Accounting and Auditing” in formal education and training systems.</p> <p>-Any other assignment related to the subject.</p>

14. Name of Post:	<b>Infrastructure Finance Specialist</b>
Qualification:	MBA (Finance) or equivalent qualifications.
Experience:	Overall experience of 15 years in infrastructure finance, budgeting, infrastructure planning, PPPs/ BOT. International experience will be considered an asset.
Responsibilities:	<p>-Financial appraisal of infrastructure projects.</p> <p>-To develop innovative financing models for financing of infrastructure as per the best international practices, including functioning of Special Purpose Vehicles, Public-Private partnership (PPP)/BOT and securitization of revenue streams, with particularly focus on roads, railways, ports &amp; shipping and aviation sub-sectors. The models should cover all aspects such as standardization in PPP/BOT projects, promotion of a common understanding or technical, operational and financial risks that are typically encountered in PPPs, how such risks can be transferred or shared among the parties involved and value for money across PPPs, and development of an acceptable risk profile for PPPs in Pakistan.</p> <p>-Assistance in (a) decision-making related to fiscal issues in allocation of resources; (b) estimating true cost of risks and guarantees; (c) development of cost recovery models and project evaluation skills.</p> <p>-To review existing domestic, legal, regulatory and institutional environment relating to infrastructure investment, private participation (financing, construction, operation and/or management) and give recommendations for implementation.</p> <p>-Organize stakeholder workshops/conferences, and obtain feedback for drafting standardized financial provisions.</p> <p>-To review and monitor implications of financial instruments and provide input to further strengthen the system.</p> <p>-Any other assignment related to the subject.</p>

15. Name of Post:	<b>Vaccine Security Specialist</b>
Qualification	-MBBS with M.Phil/FCPs/Ph.D (Micro Biology/Immunology or Ph.D in Molecular-biology/Micro Biology/Immunology.
Experience:	Minimum 5 years in the above related field.
Responsibilities:	<ul style="list-style-type: none"><li>-Advisory services to the Government on vaccine sector development, including standardization and production strategies.</li> <li>-Evidence of previous research and hands-on experience will be necessary.</li> <li>-Any other assignment related to the subject.</li></ul>

16. Name of Post:	<b>Horticulture Specialist</b>
Qualification:	Ph. D in Horticulture.
Experience:	15 years in the field of horticulture.
Responsibilities:	<ul style="list-style-type: none"><li>-To analyze existing situation, identify problems and suggest possible remedial measures to overcome issues in horticulture.</li> <li>-To study demand and supply situation of horticultural production for local consumption and exports.</li> <li>-To propose new programmes, strategies and plans for development of horticulture in public and private sectors.</li></ul>

17. Name of Post:	<b>Biotechnology Specialist.</b>
Qualification:	Ph. D. in Biotechnology/Biological Science
Experience:	15 years in R&D / Management.
Responsibilities:	<ul style="list-style-type: none"><li>-To review present status of biotechnology R&amp;D activities related to all sectors of agriculture.</li> <li>-To identify various biotechnology processes and products and advise on a strategy for their commercialization.</li> <li>-To monitor international developments in biotechnology and advise on initiation of new projects on emerging areas of biotechnology.</li> <li>-To prepare periodic reports on various aspects of development in biotechnology.</li> <li>-Any other assignment related to the subject.</li></ul>

18. Name of Post:	<b>Social Development Specialist</b>
Qualification & Experience:	An advanced university degree in social sciences, preferably Ph. D. in social development, from a recognized university/ foreign university with at least fifteen yeas of experience in program planning, implementation, progress monitoring, research and evaluation of social welfare, special education and community development projects and programmes.
Responsibilities:	<ul style="list-style-type: none"> <li>-To review and update existing social welfare policy to bring it in conformity with the changing needs of the society.</li> <li>-To identify social needs and problems through survey/research and prepare viable projects to address these needs/ problems.</li> <li>-To review centuries old social legislation like Societies Registration Act 1860 and other laws for an effective legislative intervention.</li> <li>-Appraisal of development projects relating to social welfare, and special education and their monitoring.</li> <li>-To provide good governance and policy reforms in special education and social welfare and prepare reports, articles etc. relating to sector.</li> <li>-To devise ways and means to promote NGOs and government collaboration.</li> <li>-To prepare umbrella projects for welfare and rehabilitation of widows, orphans and destitute.</li> <li>-To prepare projects of innovative nature like Remand Homes, juvenile courts and certified school for juvenile delinquents.</li> <li>-To develop viable program for vocational rehabilitation, placement and rehabilitation of disabled.</li> <li>-To develop electronic data-base or clearinghouse for social welfare consumers.</li> <li>-To examine research documents, memorandum of understanding, article and other material received from different forums and provide professional input.</li> <li>-Any other assignment related to the subject.</li> </ul>

<p><b>19. Name of Post</b></p> <p><b>Qualification</b></p> <p><b>Experience</b></p> <p><b>Responsibilities</b></p>	<p><b>Specialist on Women Empowerment and Gender Rights Issues</b></p> <p>? LL.M. (preferably Ph.D.). Training in research would be an added qualification.</p> <p>? Must be computer literate</p> <p>✍ Minimum 10 years experience in field of law alongwith at least 5 years experience of research in Social Sector.</p> <p>✍ Must have a proof of 4-6 major publications on social issues, besides articles and papers.</p> <p>✍ Review of prevailing policies /laws relating women in terms of Constitutional provisions and the International commitments of the Government of Pakistan.</p> <p>✍ Analysis of development issue relating to women from a legal perspective.</p> <p>✍ Conceptualization and supervision of policy/legal researches from gender perspective.</p> <p>✍ Organization of training programmes on women empowerment</p> <p>✍ Organization and facilitation of consultations on gender issues with the key-stakeholders and experts</p> <p>✍ Evaluation and monitoring of projects on women empowerment, identification of bottlenecks and formulation of recommendations for timely remedial action.</p> <p>✍ Preparation of material relating to Women Empowerment for annual five year and perspective plans and for mid-term review meetings.</p> <p>✍ Experience of making presentations</p> <p>✍ Any other assignment related to the subject.</p>
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