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| **Sr No** | **Position** | **TORs** |
| **01** | **Deputy General Manager (Technical)** | **Qualification:**  Four (04) Years Bachelor’s degree in Electrical / Electronics / Mechanical Engineering. Master’s degree in relevant Engineering or Business Administration will be an added qualification.  **Experience:**  Minimum 18 years of post-qualification experience including at least 10 years of experience in Power Sector and 05 years of senior management experience. The candidate should be proficient in computer skills, report writing skills and have the ability to organize work and set priorities based on timelines.  **Technical Requirements:**  The ideal candidate should possess in depth understanding of the technical and commercial operations of power sector, portfolio of contractual arrangements for power/energy sales/purchases. Being part of a regulated entity (CPPA-G), the candidate needs to have a thorough understanding of the Policy and Regulatory framework. The applicant should possess knowledge base of power generation business pertaining to technical & commercial arrangements including testing and commissioning activities. In addition, the candidate should possess reasonable knowledge of technical and commercial operations of Transmission and Distribution wire business under the framework of respective regulatory codes. He/ She should have clear understanding of the sensitivity of implications of public service provision; capability to mediate between technical, commercial & financial subjects and guide for decision making in due time.  **Age Limit:**  Maximum age limit at closing date of application is 50 years. |
| **02** | **Manager (Technical)** | **Qualification:**  Four (04) Years Bachelor’s degree in Electrical / Electronics / Mechanical Engineering. Master’s degree in relevant Engineering or Business Administration will be an added qualification.  **Experience:**  Minimum 12 years of post-qualification experience including at least 06 years of experience in Power Sector. The candidate should be proficient in computer skills, report writing skills and have the ability to organize work and set priorities based on timelines.  **Technical Requirements**:  The candidate should possess consolidated understanding of the technical and commercial operations of power sector, portfolio of contractual arrangements for power/energy sales/purchases. Being part of a a regulated entity (CPPA-G), the candidate needs to have a thorough understanding of the Legal, Regulatory and Policy framework. The applicant should have sound knowledge base of power generation business pertaining to technical & commercial arrangements.  **Age Limit:**  Maximum age limit at closing date of application is 45 years. |
| **03** | **Manager (Risk Management)** | **Qualification:**  Four (04) Years Bachelor’s degree or Master’s degree (at least 16 years) from HEC recognized university or Chartered Accountant / Cost & Management Accountant or CA Inter / ICMA Inter / ACCA or member of professional body of Accountants.  **Experience:**  Minimum 12 years of post-qualification experience in relevant field. Candidates having experience of power sector will be given preference.  **Duties and Responsibilities:**   * Formulation of Risk Management Strategy covering identification, avoidance, transfer, mitigation, and retention of Risk in the organization to support the achievement of objectives, business assets and ensure financial sustainability. * Revalidation of Business Processes on ongoing basis, to identify potential risk factors within and outside of the organization. * The risk mitigation measures adopted by the company are effective in the long term and to the extent possible be embedded in the business processes of the company. * Ensure that all the current and future material risk exposures of the company are identified, assessed, quantified, appropriately mitigated and managed. * Maintaining the Risk Register of CPPA-G. * Liaison with internal and external auditors for conducting policy and compliance audits. * Regular review of Risk tolerance levels and suggest any change depending on the change in company's strategy. * Reporting to the CEO and Risk Management Steering Committee, the occurrence, progress and status of all risks and appropriate actions be taken thereof. * Continuous monitoring of all identified Risk for changes, both favorable and unfavorable, and appropriate changes in Risk Mitigation Strategy be made to address the changes in circumstances. * Building awareness among employees of CPPA-G about risks in their respective domains and their mitigation measures.   Any other relevant task assigned by the CEO / Risk Management Committee of the Board.  **Age Limit:**  Maximum age limit at closing date of application is 45 years. |
| **04** | **Manager Finance** | **Qualification:**  Four (04) Years Bachelor’s degree or Master’s degree (at least 16 years) from HEC recognized university or Chartered Accountant / Cost & Management Accountant or CA Inter / ICMA Inter / ACCA or member of professional body of Accountants.  **Experience:**  Minimum 12 years of post-qualification experience in relevant field. Candidates having experience of power sector will be given preference.  **Duties and Responsibilities:**  The candidate should possess consolidated understanding of financial and commercial operations of the power sector, portfolio of contractual arrangement for power / energy sales / purchase. The position is responsible to perform, manage and closely supervise day to day financial operations of the organization pertaining to power/energy purchase including supervision of Project’s matters as per contracts, Annual/Quarterly/Monthly reporting/analysis for management’s decision making and contributing towards improvement of the system to ensure effective and efficient operations of internal controls pertaining to purchase of power.  The candidate should also possess understanding of taxation laws in vogue, corporate tax filing and maintaining record of different taxes and related documents as per statuary requirements and / or applicable rules / policies / procedure. Must ensure that all codal formalities regarding tax system are fulfilled.  **Age Limit:**  Maximum age limit at closing date of application is 45 years. |
| **05** | **Deputy Manager Finance** | **Qualification:**  Four (04) Years Bachelor’s degree or Master’s degree (at least 16 years) from HEC recognized university or Chartered Accountant / Cost & Management Accountant or CA Inter / ICMA Inter / ACCA or member of professional body of Accountants.  **Experience:**  Minimum 06 years of post-qualification experience in relevant field. Candidates having experience of power sector will be given preference.  **Duties and Responsibilities:**  The candidate will be responsible for undertaking different activities related to reviewing, analyzing, verifying, and processing of different invoices, submitted by different power producers. The role requires the candidate to perform Annual/Quarterly/Monthly reporting/analysis for management’s decision making and contribution towards continuous improvement of the system to ensure effective and efficient operations of internal controls pertaining to verification of purchase of power.  **Age Limit:**  Maximum age limit at closing date of application is 40 years. |
| **06** | **Deputy Manager (Software Development)** | **Qualification:**  Bachelors (16-years Education) or Master’s in Computer Science/ Software Engineering or related field from HEC recognized university.  This position works within a highly interactive team environment and works closely with both functional and technical staff to manage and provide daily direction to implement solutions to business requirements.  **Experience:**  Minimum 06 years of post-qualification software development experience using “Microsoft .Net” framework. Candidates having experience of power sector will be given preferences.  **Duties and Responsibilities:**   * Lead the development team on design, development, coding, testing, architecture, scalability, performance, and best practices. * Full stack hands-on development for complex software solutions of high quality. * Be responsible for the generation of software design and supporting documentation. * To manage a team as part of a larger development team, following best practice Agile principles and methodologies agreed with the Development Manager. * Research and understand development techniques that help to improve the delivery and quality of the existing and new components. * Research new technologies and contribute to the technical roadmap for product development to deliver optimum solutions to maximize benefit. * Ensure code is tested both manually and using automated methods (unit, integration, and functional testing) to remove any defects at the earliest opportunity. * Manage software team members to maximize the performance of the team in undertaking software development projects to deliver components on time against pre-agreed estimates. * Review code created by other developers, ensuring that the code conforms to coding standards, matches the documented requirements, and does not introduce defects. * Work with the QA team to ensure features and defect resolutions match corresponding test scenarios. * Work with the Product team to ensure features are fully scoped prior to implementation and that the effort required to implement the features is suitably estimated. * Identify best practices and methodologies that could benefit and improve the efficiency of the development team and improve the quality of our software. * Ensure code components pass continual production testing and resolve any identified defects. * Assist QA/support with issue investigation, steps to reproduce the issue, and provide a solution in order to resolve any defect identified. * Report on project development progress to the Development Manager.   **Required Skill Set:**   * Microsoft .NET framework. * Programming Language: .NET Family (ASP.NET, VB.NET & C#.NET), PHP, Laravel, JAVA * Databases: SQL Server, Oracle & MySQL (Hands on Practical Experience is Must) * Reporting: Crystal Report, SSRS, Telerik. * Front End: JQuery, AngularJS, React, HTML5 and CSS3 * Third Party Controls: Telerik * Hands on experience of Windows & Web Services, Web API, RESTful API. * Working with Source Control GitHUB   Additional technical qualifications and certifications along with a variety of work experience will be an added advantage.  **Age Limit:**  Maximum age limit at closing date of application is 40 years. |
| **07** | **Deputy Manager (Human Resource)** | **Qualification:**  We are recruiting for the role of Deputy Manager HR (Employee Relations) and are seeking a highly qualified professional to fill this integral position. The ideal candidate should hold an MBA/BBA/MS (16 years of education) in Human Resource from a university recognized by HEC Pakistan, with a preference for those possessing an LLB degree, indicative of a strong foundation in employment laws.  This dynamic position demands specialized expertise in orchestrating employee’s engagement initiatives, conducting comprehensive HR audits and adeptly handling grievance resolution & employee’s engagement plans. If you boast a proven track record in optimizing employee relations, ensuring regulatory compliance, and cultivating a culture of continuous improvement, we strongly encourage you to apply and embark on a transformative journey in shaping a resilient and inclusive workplace.  **Experience:**  At least 06 years of post-qualification experience in relevant field. Candidates having experience of power sector will be given preferences.  **Job Responsibilities:**   * Enables a positive work atmosphere through effective employee relations strategies, emphasizing open communication, and swift conflict resolution. * Staying abreast of dynamic changes in Labor / employment laws and regulations, offering insightful guidance to management on legal implications and best practices. * Interpreting and disseminating pertinent employment laws and regulations, ensuring steadfast compliance organization-wide. * Conducting regular HR audits to meticulously scrutinize and align HR processes with company policies and regulatory standards. * Collaborating with management to design and deliver training programs on employee’s relations and governance matters. * Investigating employee complaints with diligence, ensuring equitable and timely resolution of grievances. * Providing operational information to management in the prevention and resolution of workplace grievances. * Formulating and enforcing robust HR data governance policies to safeguard sensitive employee information. * Developing and organizing employee’s engagement activities. * Highlighting anomalies in the current HR policies in vogue, w.r.t employee’s relations, while suggesting corrective measures for future practices. * Must have in depth knowledge of Harassment Laws, Gender Sensitization, and will have to act as the custodian of whistle blowing policies of CPPA-G.   **Required Skills:**   * Practical expertise in managing Employee Relations, encompassing internal communications, handling grievances and disciplinary proceedings, HR audits & compliance, and HR data governance matters. * Thorough understanding of national employment regulations such as Labor Law. * Acumen of interpreting Laws, ACTS and Ordinance pertinent to employee relations. * Proficiency in MS Office, effective communication skills (oral and written), multitasking ability, and prioritization skills. * Establishment and maintenance of collaborative working relationships with internal and external stakeholders. * Attention to detail with a data-driven and analytical mindset. * Ability to act with integrity, professionalism, and confidentiality.   **Age Limit:**  Maximum age limit at closing date of application is 40 years. |