



## CAREER OPPORTUNITIES { Re-advertisement of C-Level Positions }

QESCO is one of the geographically Largest Distribution Company of Electricity in the Public Sector serving more than 650000 consumers having 6000 employees with annual revenue base of more than Rs. 85.94 Billion and consisting of operational area covering across Balochistan except Lasbela District. The charter of QESCO is to provide reliable and safe electric power supply to its consumers in its jurisdiction. The QESCO invites the applications of eligible candidates for the following C-Level positions.

### Responsibility & Skills:

- The candidates shall report to the CEO/ Board of Directors.
- The Candidate must possess the ability to nurture an environment of opportunity for optimum creativeness, sense of responsibility and accomplishment and must demonstrate expertise to adopt national and international good practices required for turning around the company.
- The candidates must be thoroughly familiar and have required skills to deal with the economic, business, social, cultural, legislative, political and regulatory environment in which the company is required to operate.
- The candidate must have deep understanding and required skills to ensure community relationship essential for the utility's growth.
- The candidates must have strong communication and interpersonal skills.

SR. NO.	DESIGNATION	No of Post	REQUIRED QUALIFICATION, EXPERIENCE & Age Limit
1	Chief Financial Officer	01	<ul style="list-style-type: none"> <li>16-Year Degree in relevant subject(s) (such as MBA (finance), ACA, ACCA, ACMA or CFA from HEC-recognized local/ foreign university, with 15 year post qualification experience in relevant field, Power Sector experience will be a plus.</li> <li>Membership of a recognized body of professional accountants/ financial experts</li> <li>Excellent verbal and written communication skills.</li> <li>The candidates must comply with the Fit and Proper Criteria as laid down in the Act and/ or policy.</li> <li>Upper age limit is 55 years.</li> </ul>
2	Chief Technical / Engineering Advisor	01	<ul style="list-style-type: none"> <li>A person holding Bachelor qualification (sixteen years' education) in Energy or Power systems or Electrical Engineering or equivalent from a University/ Institute recognized by the Higher Education Commission with fifteen years of post qualification experience including planning, design, construction, operation, or maintenance of transmission and distribution systems.</li> <li>Professional engineering license from PEC is a prerequisite.</li> <li>Proven leadership experience in managing teams, projects, and operations in a complex and dynamic environment.</li> <li>Excellent verbal and written communication skills.</li> <li>The candidates must comply with the Fit and Proper Criteria as laid down in the Act and/ or policy.</li> <li>Upper age limit is 55 years.</li> <li>Candidates having experience in Power Sector should be given preference.</li> </ul>
3	Chief Commercial Advisor	01	<ul style="list-style-type: none"> <li>A person holding Master qualification (sixteen years' education) in Business Administration or Management Sciences preferably in marketing or equivalent from a University/ Institute recognized by the Higher Education Commission with fifteen years of post qualification experience including in sales, marketing, business development, or customer relationship in a B2B or B2C environment, power sector experience will be a plus.</li> <li>Excellent verbal and written communication skills.</li> <li>The candidates must comply with the Fit and Proper Criteria as laid down in the Act and/ or policy.</li> <li>Upper age limit is 55 years.</li> </ul>
4	Chief Supply Chain Management Officer	01	<ul style="list-style-type: none"> <li>A person holding Master qualification (sixteen years' education) in supply chain or procurement or operation management or equivalent from a University/ Institute recognized by the Higher Education Commission with fifteen years of post qualification experience including in sales, marketing, business development, or customer relationship in a B2B or B2C environment, power sector experience will be a plus.</li> <li>Certifications in supply chain or procurement or operation management from an institution of high repute will be an added advantage.</li> <li>Senior level supply chain, procurement, operation management or logistics experience preferably in energy or power sector.</li> <li>Excellent verbal and written communication skills.</li> <li>The candidates must comply with the Fit and Proper Criteria as laid down in the Act and/ or policy.</li> <li>Upper age limit is 55 years.</li> </ul>
5	Chief Human Resource & Career Planning Officer	01	<ul style="list-style-type: none"> <li>A person holding Master qualification (sixteen years' education) in Human Resources or equivalent from a University/ Institute recognized by the Higher Education Commission with fifteen years of post qualification experience power sector experience will be a plus.</li> <li>Certifications in HR from an institution of high repute will be an added advantage.</li> <li>Excellent verbal and written communication skills.</li> <li>The candidates must comply with the Fit and Proper Criteria as laid down in the Act and/ or policy.</li> <li>Upper age limit is 55 years.</li> </ul>
6	Chief Legal Officer	01	<ul style="list-style-type: none"> <li>A person holding qualification (sixteen years' education) in Law or equivalent from a University/ Institute recognized by the Higher Education Commission with fifteen years of post qualification experience as practicing lawyer with a focus on corporate law, commercial transactions/contracts, rules/ law making, and rendering advice/ opinions etc, power sector experience will be a plus.</li> <li>Licensed advocate of the High Court.</li> <li>Experience in a senior legal leadership role such as Senior Counsel or Chief Legal Officer will be preferred.</li> <li>Exposure of work with Government and Regulatory Authorities.</li> <li>Excellent verbal and written communication skills.</li> <li>The candidates must comply with the Fit and Proper Criteria as laid down in the Act and/ or policy.</li> <li>Upper age limit is 55 years.</li> </ul>
7	Chief Information Technology Officer	01	<ul style="list-style-type: none"> <li>A person holding Master qualification (sixteen years' education) in computer science, information technology, software engineering or equivalent from a University/ Institute recognized by the Higher Education Commission with fifteen years of post qualification experience, power sector experience will be a plus.</li> <li>Broad knowledge of information systems including software, languages, frameworks, techniques, and industry trends.</li> <li>Experience in leading complex, major changes and initiatives, demonstrated skills in change management on an organizational and inter-personal level; experience with integrating teams across multiple business units and managing a geographically dispersed and diverse workforce.</li> <li>Experience in designing and effective information governance framework across the spectrum of IT service delivery.</li> <li>Excellent verbal and written communication skills.</li> <li>The candidates must comply with the Fit and Proper Criteria as laid down in the Act and/ or policy.</li> <li>Upper age limit is 55 years.</li> </ul>
8	Company Secretary	01	<ul style="list-style-type: none"> <li>Member of a recognized body of professional accountants; or</li> <li>Member of a recognized body of corporate or chartered secretaries; or</li> <li>A person holding Master qualification (sixteen years' education) in business administration or management sciences or commerce or being a law graduate or equivalent from a University/ Institute recognized by the Higher Education Commission with fifteen years of post qualification experience of working with Boards of Directors preferably with Statutory Bodies or Public Sector Companies, or in energy &amp; power sector.</li> <li>Excellent verbal and written communication skills.</li> <li>The candidates must comply with the Fit and Proper Criteria as laid down in the Act and/ or policy.</li> <li>Upper age limit is 55 years.</li> </ul>

### Remuneration & Tenure:

- Market based competitive salary package.
- Contract period is initially for (02) two years (extendable for a minimum period of 03 years on satisfactory performance) with annual performance evaluation to be undertaken by the Broad of Director QESCO.

### Other Conditions:

- The candidates must comply with the fit and proper criteria as laid down under the companies Act, 2017 and the state owned enterprises (Government and Operations) Act, 2023.
- The candidates must be a Pakistani Citizen.
- In case of any false/ forged information provided in the application, QESCO reserve the right to disqualify a candidate at any stage and the costs incurred will be recovered from the applicant.
- Applicant with foreign academic qualification must furnish HEC equivalence certificate.
- Candidate should apply only if he/ she fulfill the eligibility criteria.
- QESCO reserve the right to withhold/ cancel the whole recruitment process at any stage without assigning any reason.
- Application incomplete in any respect or received after due date will not entertained and no claim whatsoever thereof will be acceptable.
- Candidate 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.
- In case a Govt: Servant is selected through this competitive process, he/ she shall either resign from her/ his services or seek early retirement from his/ her parent organization before joining QESCO.
- No candidate shall be appointed against posts on deputation or lien in any case.
- Candidates who have already applied, no need to apply again.

### Instructions:

- Hand-written application, through registered post/ courier must be forwarded to the office of Chief Executive Officer QESCO Quetta with mention of post applied for on the address, Zarghoon Road Quetta Cantt within 15-Days of publication of this notice alongwith following documents:
- Copy of detailed CV with updated career history in chronological order with starting and ending date (DD.MM.YY) and with mentioning of all qualification acquired.
- Attested Copies of CNIC and experience documents.
- 02x latest Passport size Photographs.
- Copies of Degrees/ Testimonials duly verified by the Higher Education (HEC) or the professional body or association whichever is relevant.
- A declaration on non-judicial stamp paper (Rs.100/-) duly attested by an Oath Commission affirming, inter alia, that he/ she is not ineligible for post of (name of post applied) in accordance with the provisions of the relevant law, rules, regulations etc, including but not limited to the Companies Act, 2017, State-Owned Enterprises (Governance and Operations) Act, 2003.
- Applicant with foreign academic qualification must furnish HEC equivalence certificates.
- Attested copy of registration / membership with professional Governing Body.
- Detailed separate list of experiences in chronological order with starting and ending date (DD.MM.YY) alongwith experience letter/ certificate etc.
- All pages of the application should be numbered and signed by the applicant.
- Candidates shall be required to produce all original documents at the time of interview.
- QESCO is an equal opportunity employer.
- Only short listed candidates will be invited for the interview / selection process.
- No TA/DA will be admissible for interview selection process.