



Government of Pakistan
Ministry of Water Resources
Federal Flood Commission

CONSULTANTS REQUIRED

Ministry of Water Resources (MoWR) is mandated to deal with the multifaceted challenges relating to future water shortage scenarios; resource allocation for the large development portfolio; climate change impacts and effective flood/ drought management strategies; coordination of work being carried out by relevant national and provincial organizations (water being a devolved subject), and implementation of various bilateral/ multilateral agreements. The Ministry intends to embark on a reforms process to assess existing activities being carried out by the various offices under its administrative umbrella and identify course correction measures, wherever necessary, so that the organizations and departments are functioning at the optimum level and are equipped with the necessary tools – legal, financial and human – to take on the multifarious challenges, both existing and upcoming, in an effective manner.

MoWR intends to undertake the reforms process through a team of individual consultants, with appropriate experience and exposure in the required fields, to assess, identify, prioritize, and initiate key activities. The Reforms Team will be required to create enabling conditions and congenial environment in achieving high standards of professional public administration to result in optimized quality of work, well-knit administrative culture, institutional strengthening, enhanced technical, and administrative capacities.

ELIGIBILITY CRITERIA/ SUITABILITY

Sr. #	Nomenclature, No. of Posts Tenure	Eligibility Criteria
1	<p>Lead Consultant (01 Post)</p> <p>Tenure: 13 months (extendable based on mid-term review)</p>	<p>Qualifications: 18 years of education, candidate having a degree of M.Sc. (Public Policy/ Management/ Engineering) or Equivalent. A degree in Law will be an added advantage.</p> <p>Experience: Minimum twenty (20) years' diversified experience with a proven understanding of policy making and implementation process, PSDP project development, HR restructuring, and drafting rules and regulations. Recent experience of similar consultancy work with national/ international organizations will be preferred.</p> <p>Key Responsibilities: To lead the reform unit to carry out need assessment and gap analysis in the current legal, policy and human resource frameworks after a thorough review of water sector statutes, legal sub-structures and other subordinate legislation, national water policy, and other related documents. The Consultant will set in motion the process of amendments/improvements in accordance with the order of merit/prioritization approved by MoWR in the light of national market dynamics and best practices. He/ she will carry out an HR audit with the purpose to review and assess the adequacy of existing human resources in various departments/organizations under MoWR and determine need for a revised institutional structure for efficient performance. He/ she will lead the development of new regulations where necessary and will act as a focal coordinating point between the various organizations and the MoWR to initiate and complete work on various building blocks of the assignment. He/ she shall ensure that work performed by the team is in accordance with terms of reference and will also ensure completion of assignment within the agreed timelines.</p> <p>Age Limit: Up to 65 years. The maximum age limit can be relaxed for candidates with extensive consultancy experience and exposure in the above-mentioned fields, especially in the public sector and with international organizations.</p> <p>Remuneration: Market based and commensurate with the range of experience, exposure, and education.</p>
2	<p>Program / Team Coordinator (01 Post)</p> <p>Tenure: 13 months (extendable based on mid-term review)</p>	<p>Qualifications: 16 years of education, with an MBA/ MS IT/ Masters in Computer Science/ Project Management/ Environment Management or any other related subject.</p> <p>Experience: Minimum 08 years' experience in project management, program coordination, M&E, baseline studies etc.</p> <p>Key Responsibilities: The mid-level consultant will assist the Team Lead in developing action plans, working papers, roadmap for execution of activities, need assessments, information gathering, inception reports, site surveys and monitoring etc. as may be necessary. He/ she will also provide IT support to the team and assist in organizing workshops/ seminars or focused group discussions as per requirement.</p> <p>Age Limit: Up to 52 years.</p> <p>Remuneration: Market based and commensurate with the range of experience, exposure, and education.</p>

- The candidates must possess excellent oral and written communications / presentation skills and proficiency in computers.
- Only short-listed candidates would be called for interview.
- The contract may be extended beyond one year on need basis.
- Interview/ Test shall be conducted in Islamabad only. No TA/ DA shall be admissible for the purpose.
- Applications should be sent within 14 days of publication of the advertisement.
- Inline with implementation of E-Government frame work, applications alongwith detailed CV shall only be received via dsadmin@mowr.gov.pk
- No application via postal means shall be entertained.

Deputy Secretary (Admin)

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