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**PART II**

**Statutory Notifications (S. R. O.)**

**GOVERNMENT OF PAKISTAN  
MINISTRY OF WATER RESOURCES**

**NOTIFICATION**

*Islamabad, the 26th July, 2022*

**RECRUITMENT RULES FOR THE POSTS IN BS-17 TO BS-21 IN THE  
MINISTRY OF WATER RESOURCES**

**S.R.O. 1516(I)/2022.**—In pursuance of sub-rule (2) of rule 3 of the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973, and Section 7(1) (b) (i) and (ii) of Federal Public Service Commission Ordinance, 1977 (XLV of 1977), the following method, qualifications and conditions are laid down for appointment to the posts in the Ministry of Water Resources, namely:-

<b>S. No.</b>	<b>Name of the Posts</b>	<b>BS</b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
1.	Executive Director General / <i>Ex-Officio</i> Additional Secretary	21
2.	Director General (Policy, Monitoring & Research)	20
3.	Director General (Water Resources Development)	20
4.	Director (Water & Hydropower)	19
5.	Director (Monitoring)	19
6.	Director (Policy & Research)	19
7.	Deputy Director (PSDP)	18

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S. No.	Name of the Posts	BS
(1)	(2)	(3)
8.	Deputy Director (Water)	18
9.	Deputy Director (Hydropower)	18
10.	Deputy Director (IMS)	18
11.	Deputy Director (Research)	18
12.	Deputy Director (Social & Environment)	18
13.	Assistant Director (Database)	17
14.	Assistant Director (Technical)	17
15.	Assistant Director (Public Relations)	17
16.	Assistant Director (GIS/MIS)	17
17.	Assistant Director (Social & Environment)	17
18.	Assistant Director (Technical Monitoring)	17

### METHOD OF APPOINTMENT

2. The method of appointment to the posts shall be as under:-

S. No.	Designation and BS of the Posts	Method of Appointment in Percentage	
		By Promotion	By Initial Appointment
(1)	(2)	(3)	(4)
1.	Executive Director General / <i>ex-officio</i> Additional Secretary (BS-21)	100%	-
2.	Director General (Policy, Monitoring & Research) (BS-20)	67%	33%
3.	Director General (Water Resources Development) (BS-20)	50%	50%
4.	Director (Water & Hydropower) (BS-19)	75%	25%
5.	Director (Monitoring) (BS-19)	50%	50%
6.	Director (Policy & Research) (BS-19)	67%	33%
7.	Deputy Director (PSDP) (BS-18)	-	100%
8.	Deputy Director (Water) (BS-18)	-	100%
9.	Deputy Director (Hydropower) (BS-18)	-	100%
10.	Deputy Director (IMS) (BS-18)	75%	25%
11.	Deputy Director (Research) (BS-18)	67%	33%
12.	Deputy Director (Social & Environment) (BS-18)	50%	50%
13.	Assistant Director (Database) (BS-17)	-	100%
14.	Assistant Director (Technical) (BS-17)	-	100%
15.	Assistant Director (Public Relations) (BS-17)	-	100%
16.	Assistant Director (GIS/MIS) (BS-17)	-	100%

S. No.	Designation and BS of the Posts	Method of Appointment in Percentage	
		By Promotion	By Initial Appointment
(1)	(2)	(3)	(4)
17.	Assistant Director (Social & Environment) (BS-17)	-	100%
18.	Assistant Director (Technical Monitoring) (BS-17)	-	100%

Provided that if no suitable person(s) is available for promotion, the post or posts reserved for promotion shall be filled in by initial appointment and failing that by transfer, as provided for in Rule No. 4 and Rule No. 5, respectively.

### CONDITIONS FOR PROMOTION

3. Promotion to the posts in column-2 below shall be made by selection from amongst the persons who hold the posts specified in column-3 on a regular basis and fulfill the conditions of eligibility as prescribed in column-4:-

Sr. No.	Name & Designation of the posts	Person (s) Eligible	Conditions of eligibility
(1)	(2)	(3)	(4)
1.	Executive Director General/ <i>ex-officio</i> Additional Secretary (BS-21)	Director General (Water Resources Development) (BS-20) / Director General (Policy, Monitoring & Research) (BS-20)	22 years' service in BS-17 and above OR 17 years' service in BS-18 and above in case of initial appointment in BS-18 OR 10 years' service in BS-19 and above in case of initial appointment in BS-19 OR 05 years' service in BS-20 in case of initial appointment in BS-20.
2.	Director General (Policy, Monitoring & Research) (BS-20)	Director (Monitoring) (BPS-19) / Director (Policy & Research) (BS-19)	17 years' service in BS-17 and above OR 12 years' service in BS-18 and above in case of initial appointment in BS-18 OR 05 years' service in BS-19 in case of initial appointment in BS-19.

Sr. No.	Name & Designation of the posts	Person (s) Eligible	Conditions of eligibility
(1)	(2)	(3)	(4)
3.	Director General (Water Resources Development) (BS-20)	Director (Water & Hydropower) (BS-19)	17 years' service in BS-17 and above  OR 12 years' service in BS-18 and above in case of initial appointment in BS-18  OR 05 years' service in BS-19 in case of initial appointment in BS-19.
4.	Director (Water & Hydropower) (BS-19)	Deputy Director (PSDP) (BS-18) / Deputy Director (Water) (BS-18) / Deputy Director (Hydropower) (BS-18)	12 years' service in BS-17 and above  OR 07 years' service in BS-18 in case of initial appointment in BS-18.
5.	Director (Monitoring) (BS-19)	Deputy Director (IMS) (BS-18)	12 years' service in BS-17 and above  OR 07 years' service in BS-18 in case of initial appointment in BS-18.
6.	Director (Policy & Research) (BS-19)	Deputy Director (Research) (BS-18) / Deputy Director (Social & Environment) (BS-18)	12 years' service in BS-17 and above  OR 07 years' service in BS-18 in case of initial appointment in BS-18.
7.	Deputy Director (IMS) (BS-18)	Assistant Director (Database) (BS-17) / Assistant Director (GIS/IMS) (BS-17) / Assistant Director (Technical Monitoring) (BS-17)	05 years' service in BS-17.
8.	Deputy Director (Research) (BS-18)	Assistant Director (Technical) (BS-17) / Assistant Director (Public Relations) (BS-17)	05 years' service in BS-17.
9.	Deputy Director (Social & Environmental) (BS-18)	Assistant Director (Social & Environment) (BS-17)	05 years' service in BS-17.

**QUALIFICATION, EXPERIENCE AND AGE LIMITS FOR INITIAL APPOINTMENT**

4. A candidate for initial appointment must possess the educational qualifications and experience and must be within the age limit as mentioned against the posts concerned in the Schedule to this notification, provided that:—

- (i) "experience" means post-qualification experience gained in a regular full-time paid job after obtaining the required qualifications;
- (ii) the period spent by a candidate in obtaining degree of M.Phil. or Ph.D. in the relevant field shall be treated as practical experience up to a maximum period of two and four years respectively for the purpose of initial appointment, provided that—
  - (a) a candidate who has obtained the degree of M.Phil. or Ph.D. during service shall not be entitled to a double benefit of counting the said period as service towards experience prescribed for the post; and
  - (b) this concession shall not be available for the posts for which the prescribed qualification is M.Phil. or, Ph.D; as the case may be.
- (iii) the maximum age limit shall be relaxed in respect of the candidates specified and to the extent indicated in the Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 1993, as amended from time to time; and
- (iv) eligibility of candidates shall be reckoned as on the closing date fixed for submission of applications in accordance with this Notification and the instruction issued by the Federal Government and the Federal Public Service Commission from time to time.

**APPOINTMENT BY TRANSFER**

5. Appointment by transfer against a particular post may be made through selection from amongst the person holding appointment on regular basis, under the Federal Government, in the same basic pay scale in which the post to be filled exists in terms of Civil Servants Act, 1973 and Civil Servant (Appointment, Promotion and Transfer) Rules, 1973.

**PROBATION**

6. Persons appointed by initial appointment or promotion or transfer shall be on probation in accordance with the provisions of Section 6 of Civil Servants Act, 1973, read with Rule-21 of Civil Servants (Appointment, Promotion and Transfer) Rules, 1973.

7. This notification issues with the approval of the Establishment Division contained *vide* their O.M. No. 17/1/95-R-V, dated 04-09-2020 and with the concurrence of FPSC contained in its letter No. F-12-33/2021-RR, dated 12-05-2022.

### SCHEDULE

(See Rule-4)

Sr. No.	Designation and BS of the Post	Qualifications and Experience	Age Limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
1.	Executive Director -General/ <i>Ex-officio</i> Additional Secretary (BPS-21)	(a) Ph. D or M.Phil./MS or Second Class or Grade 'C' Masters' or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources & Management / Hydrology / Hydraulics & Irrigation Engineering/ Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by the HEC/PEC; and.  (b) 18 years' experience in case of Ph.D Or 20 years' experience in case of M.Phil./MS or 22 years' experience in case of Master's or Bachelor's (4 years' education) degree in the relevant field of educational qualification in BS-17 and/or above or equivalent in any Government / Semi-Government / Autonomous / Public/Private Sector Organization.	42 years	50 years
2.	Director General (Policy, Monitoring & Research) (BS-20)	(a) Ph.D or M.Phil./MS or Second Class or Grade 'C' Masters' or Bachelor's (4 years' education) degree in Business Administration/ Public Administration / Governance/ Economics / Project Management / Public Policy / Human Resources Management or Equivalent qualification from a University recognized by the HEC; and  (b) 13-years' experience in case of Ph.D Or 15 years' experience in case of M.Phil. / MS or 17 years' experience in case of Master's or Bachelor's (4 years' education) degree in the relevant field of educational qualification in BS-17	35 years	45 years

Sr. No.	Designation and BS of the Post	Qualifications and Experience	Age Limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
		and / or above or equivalent in any Government / Semi - Government / Autonomous / Public/Private Sector Organization.		
3.	Director General (Water Resources Development) (BS-20)	<p>(a) Ph.D or M.Phil/MS or Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources &amp; Management / Hydrology / Hydraulics &amp; Irrigation Engineering / Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by the HEC/PEC; and.</p> <p>(b) 13 years' experience in case of Ph.D Or 15 years' experience in case of M.Phil / MS. Or 17 years' experience in case of Master's or Bachelor's (4 years' education) degree in the relevant field of educational qualification in BS-17 and / or above or equivalent in any Government / Semi-Government / Autonomous / Public/Private Sector Organization.</p>	35 years	45 years
4.	Director (Water & Hydro-power) (BS-19)	<p>(a) M.Phil/MS or Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources Engineering &amp; Management / Hydrology / Hydraulics &amp; Irrigation Engineering/ Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by the HEC/PEC; and.</p> <p>(b) 10 years' experience in case of M.Phil/ MS. Or 12 years' experience in case of Master's or Bachelor's (4 years' education) degree in the relevant field of educational qualification in BS-17</p>	32 years	40 years

Sr. No.	Designation and BS of the Post	Qualifications and Experience	Age Limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
		and / or above or equivalent in any Government / Semi-Government / Autonomous / Public/Private Sector Organization.		
5.	Director (Policy & Research) (BS-19)	<p>(a) M.Phil./MS or Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Public Administration / Governance / Economics / Statistics / Project Management / Public Policy or equivalent qualification from a University recognized by the HEC.</p> <p style="text-align: center;"><b>OR</b></p> <p>M.Phil./MS or Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources Engineering &amp; Management / Hydrology / Hydraulics &amp; Irrigation Engineering / Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by HEC/PEC; and</p> <p>(b) 10 years' experience in case of M.Phil/ MS. Or 12 years' experience in case of Master's or Bachelor's (4 years' education) degree in the relevant field of educational qualification in BS-17 and / or above or equivalent in any Government / Semi- Government / Autonomous / Public/Private Sector Organization.</p>	32 years	40 years
6.	Director (Monitoring) (BS-19)	(a) M.Phil./MS or Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources Engineering & Management/ Hydrology / Hydraulics & Irrigation Engineering / Hydropower Engineering / Civil Engineering or equivalent qualification from a	32 years	40 years



Sr. No.	Designation and BS of the Post	Qualifications and Experience	Age Limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
		<p>University recognized by the HEC/PEC; and.</p> <p>(b) 10 years' experience in case of M.Phil/MS. Or 12 years' experience in case of Master's or Bachelor's (4 years' education) degree in the relevant field of educational qualification in BS-17 and / or above or equivalent in any Government / Semi-Government / Autonomous / Public/Private Sector Organization.</p>		
7.	Deputy Director (PSDP) (BPS-18)	<p>(a) Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources Engineering &amp; Management/ Hydrology / Hydraulics &amp; Irrigation Engineering / Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by the HEC/PEC; and</p> <p>(b) 05 years' experience in the relevant field of educational qualification in any Government / Semi-Government / Autonomous / Public/Private Sector Organization.</p>	25 years	35 years
8.	Deputy Director (Water) (BS-18)	<p>(a) Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources Engineering &amp; Management/ Hydrology / Hydraulics &amp; Irrigation Engineering / Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by the HEC/PEC; and</p> <p>(b) 05 years' experience in the relevant field of educational qualification in any Government / Semi-</p>	25 years	35 years

Sr. No.	Designation and BS of the Post	Qualifications and Experience	Age Limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
		Government / Autonomous / Public/Private Sector Organization.		
9.	Deputy Director (Hydropower) (BS-18)	(a) Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources Engineering & Management/ Hydrology / Hydraulics & Irrigation Engineering / Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by the HEC/PEC; and  (b) 05 years' experience in the relevant field of educational qualification in any Government / Semi-Government / Autonomous / Public/Private Sector Organization.	25 years	35 years
10.	Deputy Director (MIS) (BS-18)	(a) Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Computer Science/Management Information Systems (MIS) / Geographic Information System (GIS) / Software Engineering / Computer Engineering / Computer Systems Engineering / Information Technology or equivalent qualification from a University recognized by the HEC; and  (b) 05 years' experience in the relevant field of educational qualification in any Government / Semi-Government / Autonomous / Public/Private Sector Organization.	25 years	35 years
11.	Deputy Director (Research) (BS-18)	(a) Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Statistics / Economics / Project Management / Public Policy or equivalent qualification from a University recognized by the HEC.  OR	25 years	35 years

Sr. No.	Designation and BS of the Post	Qualifications and Experience	Age Limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
		<p>Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources Engineering &amp; Management / Hydrology / Hydraulics &amp; Irrigation Engineering/ Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by the HEC/PEC; and</p> <p>(b) 05 years' experience in the relevant field of educational qualification in any Government / Semi-Government / Autonomous /Private Sector Organization.</p>		
12.	Deputy Director (Social & Environment) (BS-18)	<p>(a) Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Sociology / Environmental Science / Social Work or equivalent qualification from a University recognized by the HEC; and</p> <p>(b) 05 years' experience in the relevant field of educational qualification in any Government / Semi-Government / Autonomous / Public/Private Sector Organization.</p>	25 years	35 years
13.	Assistant Director (Technical) (BS-17)	Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources Engineering & Management/ Hydrology / Hydraulics & Irrigation Engineering/Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by the HEC/PEC.	22 years	30 years
14.	Assistant Director (Database) (BS-17)	Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Computer Science / Information Technology / Mathematics / Management Information Systems or equivalent qualification from a	22 years	30 years

Sr. No.	Designation and BS of the Post	Qualifications and Experience	Age Limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
		University recognized by the HEC/PEC.		
15.	Assistant Director (Technical Monitoring) (BS-17)	Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Water Resources Engineering / Water Resources Engineering & Management / Hydrology / Hydraulics & Irrigation Engineering / Hydropower Engineering / Civil Engineering or equivalent qualification from a University recognized by the HEC/PEC.	22 years	30 years
16.	Assistant Director (GIS/MIS) (BS-17)	Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Computer Science / Management Information Systems / Geographic Information Systems / Information Technology or equivalent qualification from a University recognized by the HEC.	22 years	30 years
17.	Assistant Director (Social & Environment) (BS-17)	Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Sociology / Environmental Science / Social Work or equivalent qualification from a University recognized by the HEC.	22 years	30 years
18.	Assistant Director (Public Relations) (BS-17)	Second Class or Grade 'C' Master's or Bachelor's (4 years' education) degree in Mass Communication / Media Studies / Journalism / International Relations / Sociology / Social Work or equivalent qualification from a University recognized by the HEC.	22 years	30 years

[No. 1(17)/2019-Admn.]

DR. MAZHAR HAYAT,  
Deputy Secretary (Admn).