

**Government of Pakistan**  
**Benazir Income Support Programme (BISP)**  
**(INDIVIDUAL CONSULTANCY SERVICES)**

Benazir Income Support Programme (BISP) intends to hire individual consultancy services against the following positions under National Social Protection Programme (NSPP) funded by World Bank, initially for a period of one year (extendable subject to satisfactory performance and requirements of the Programme):

Sr. No.	Position	Required Qualification & Experience
1.	Assistant Network Administrator II (01 Position)	<b>Qualification:</b> At least Bachelor Degree in Computer Sciences/IT or a related discipline from HEC recognized Institute/University. <b>Experience:</b> At least 02 years of working experience in relevant field.
2.	Assistant System Engineer II (01 Position)	<b>Qualification:</b> At least Bachelor Degree in Computer Sciences/IT or a related discipline from HEC recognized Institute/University. <b>Experience:</b> At least 02 years of working experience in relevant field.
3.	Beneficiaries Outreach Specialist (01 positions)	<b>Qualification:</b> Master Degree in Communications, Journalism, Development or a related field from HEC recognized Institute/University. <b>Experience:</b> At least 08 years of experience in public and development sector in the relevant field.
4.	Operations Design and Planning Specialist ( 01 Position)	<b>Qualification:</b> University Degree (16 years) in Business Administration, Project Management, Development Planning or equivalent from HEC recognized Institute/University. An internationally recognized Project Management Certification e.g. Project Management Professional (PMP) would be added advantage. <b>Experience:</b> At least 05 years of experience in the relevant field.
5.	NSER Compliance and Payment Coordinator ( 01 Position)	<b>Qualification:</b> Bachelor's degree in Finance, Accounting, Audit or Commerce or a related field from HEC recognized Institute/University. <b>Experience:</b> At least 03 years' experience in the relevant field
6.	HR Management Associate ( 01 Position)	<b>Qualification:</b> 2nd Class Master Degree in Human Resource Management, Business / Public Administration, Law, Social Sciences or relevant field from HEC recognized Institute/University. <b>Experience:</b> Minimum 02 years of experience in the relevant field.
7.	HRMIS Management Associate ( 01 Position)	<b>Qualification:</b> 2nd Class Bachelor Degree in Computer Sciences, IT, Software Engineering or relevant field from HEC recognized Institute/University. <b>Experience:</b> Minimum 02 years of experience in the relevant field.
8.	Payments Specialist-II (UCT) ( 01 Position)	<b>Qualification:</b> 2nd Class Master's degree in Statistics/Finance/Economics/business administration/MBA(IT)/ACCA/CA or related field from reputable local HEC recognized institute / University or foreign institution. <b>Experience:</b> Minimum 03 years of experience in relevant field.

- Detailed Terms of Reference (TORs) for each position and Application Form can be downloaded from [www.bisp.gov.pk](http://www.bisp.gov.pk).
- A consultant shall be selected in accordance with the method contained in Part V of the World Bank's Guidelines for Selection and Employment of Consultants by the World Bank's Borrowers, January 2011 revised July 2014 which can be perused at the website: [www.worldbank.org/procure](http://www.worldbank.org/procure).
- Only shortlisted candidates will be called for interview. T.A/D.A shall not be admissible.
- Remuneration would be negotiable commensurating to qualification and experience of the candidate.
- Attention of prospective individuals is drawn to paragraph 1.9 of Consultants' Selection Guidelines: whereby "Consultants shall not be hired for any assignment that would be in conflict with their prior or current obligations to other clients, or that may place them in a position of being unable to carry out the assignment in the best interest of the Borrower".
- Applications on prescribed "Application Form" available at BISP's official website duly filled in by the interested candidates along-with updated/detailed CV should reach Director HR (HQ & Policy) within 15 days of publication of this advertisement.

**Director HR (HQ & Policy)**  
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