



# TRANSPARENCY INTERNATIONAL-PAKISTAN

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14<sup>th</sup> June, 2013

Mr. Khawaja Muhammad Asif,  
Federal Minister of Water & Power,  
Government of Pakistan,  
Block-'A',  
Pak. Secretariat,  
Islamabad.

Sub: Discriminatory Selection of Heads of various Organizations.

Dear Sir,

The advertisement given in newspaper for the four positions in the different posts of Water & Power on 14<sup>th</sup> June 2013, "Career Opportunities" is discriminatory and non-transparent and against the **Policy of Zero Tolerance against Corruption**, announced in 2013 Election Manifesto of PML-N.

For 4 organizations, MD PEPCO, MD NPCC, MD/CEO NTDC and CEO AEDB, different discriminatory criteria, including educational criteria has been advertised, few requires BE in BE Electrical, Civil, Mechanical and Electronic Engineering, only, BE Electrical Engineering, Civil Engineering, Mechanical Engineering, with Masters in Electrical, with Masters in Business Administration, and experience of 15-20 years, 25 years, and only one post of CEO AEDB is with 25 years' experience in private sector.

TI Pakistan is of the view that all the four posts shall be filled up with only private sector experience professionals, as these four Organizations were head by incompetent professionals in past, and are responsible for the Energy Crises in Pakistan, and also the Rs 500 billion circular debt.

The terms of advertisement gives impression that the Four persons have already been selected, and 3 are bureaucrats, and one is from private sector.

In the Constitution Petition No. 30 of 2013 on 13<sup>th</sup> June 2013, the Supreme Court has given orders to the Federal Government to form a Commission headed by and comprising two other competent and independent members having impeccable integrity, may be the Federal Ombudsman or Chairman NAB or a Member of Civil Society having exceptional ability and integrity required to be constituted by the Federal Government through open merit based process having fixed tenure of four years to ensure appointments in statutory bodies, autonomous bodies, semi-autonomous bodies, regulatory authorities to ensure appointment of all the government controlled corporations, autonomous and semi-autonomous bodies, etc. The Commission should be mandated to ensure that all public appointments are made solely on merits.

We are of the view that the Government should not be involved in operating commercial departments, and working or retired bureaucrats shall not be appointed as head of corporations or nominated as directors in any of the Board of Directors of 50 corporation/authorities which are operating under government control.

Transparency International Pakistan is striving for across the board application of Rule of Law, which is the only way to stop corruption.

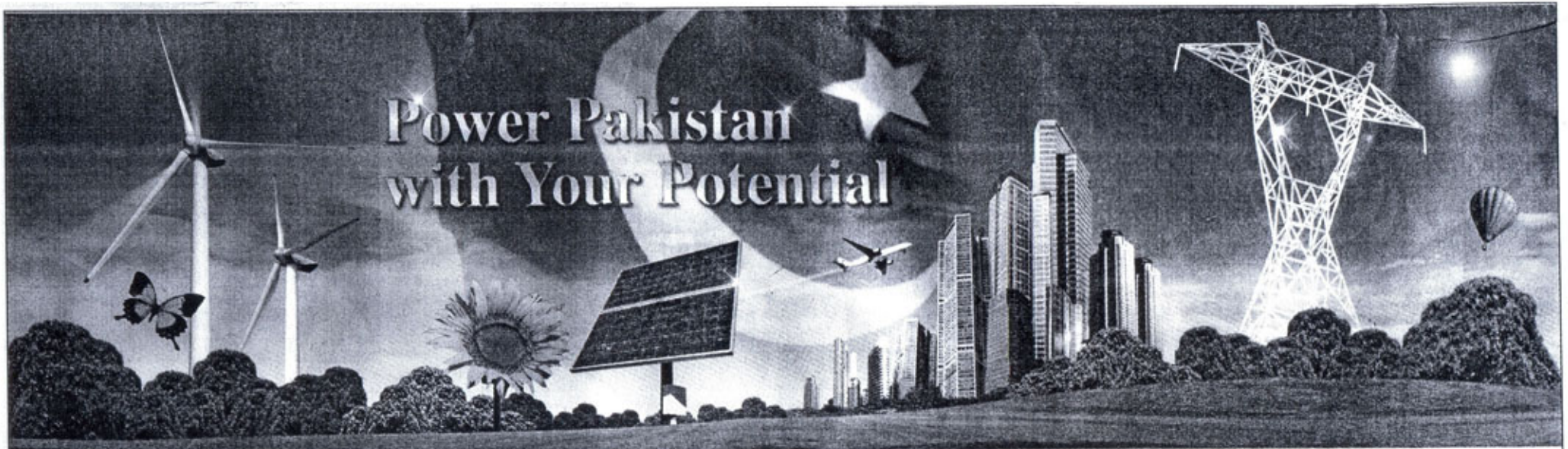


With Regards,

  
Syed Adil Gilani  
Adviser

Copies forwarded for the action under rules, and information of:

1. Principle Secretary to the Prime Minister, Islamabad
2. Chairman, NAB, Islamabad.
3. Chairman, PAC, Islamabad
4. Registrar SC, Islamabad.



# Power Pakistan with Your Potential

## CAREER OPPORTUNITIES

### Managing Director Pakistan Electric Power Company (Pvt.) Limited (PEPCO)

#### QUALIFICATION / EXPERIENCE

The candidate should have a Bachelor Degree in Electrical Engineering, preferably a Master's degree in Engineering registered with PEC. A Master's degree in Business Administration and / or in Management will be an added qualification. He must have hands-on experience of working in a utility for at least 25 years with at least 5 to 7 years in senior management positions. He should be a Utility Engineer / Professional.

**AGE:** Maximum 55 years

#### REMUNERATIONS

The position will have a market based remuneration package as prevalent in the corporate sector. A company maintained car or equivalent allowance will be provided. Full medical for self and family will be provided through a chain of WAPDA administered hospitals and medical services.

#### ELIGIBILITY OF PEPCO OR CORPORATE ENTITY EMPLOYEES

Senior officers in PEPCO or in any of the DISCOs, GENCOs, NTDC who meet the stated criteria are eligible to apply, and would be given preference on basis of relevant experience and qualifications.

**TENURE:** The initial contract shall be for a period of two years extendable on satisfactory performance as per requirement.

### Managing Director National Power Construction Company (NPCC)

#### QUALIFICATION / EXPERIENCE

- ▶ The candidate should hold a professional engineering degree (Local / Foreign) from recognized institutions preferably in Electrical, Technology recognized by HEC.
- ▶ Preference will be given to candidates holding a Master's Degree in business, managing accounting, communication or engineering.
- ▶ The candidate should have a minimum of 25 years of professional experience, 15 years of which in the public / private sector serving in a senior management position in power sector.
- ▶ Foreign qualified candidates will be given preference.
- ▶ Candidates with experience of working in the power sector especially in the Middle East will be given preference.
- ▶ Knowledge of Arabic will be an added advantage.

**LOCATION:** The position is located at Lahore with frequent travel to business areas in Middle East.

#### AREAS OF RESPONSIBILITIES

Execute Power Projects outside country particularly in the Middle East.

**AGE:** Maximum 55 years.

#### REMUNERATIONS

Salary package will be negotiated at the time of interview or as decided by the Board of Directors.

### CEO / MD National Transmission & Despatch Company (NTDC) Limited

#### QUALIFICATION / EXPERIENCE

The candidate should have a Bachelor Degree in Electrical Engineering, preferably a Master's degree in Engineering registered with PEC. A Master's degree in Business Administration and / or in Management will be an added qualification. He must have hands-on experience of working in a utility for at least 15-20 years with at least 5 to 7 years in senior management positions. He should be a Utility Engineer / Professional.

**AGE:** Maximum 55 years.

#### REMUNERATIONS

The position will have a market based remuneration package as prevalent in the corporate sector. A company maintained car or equivalent allowance will be provided. Full medical for self and family will be provided through a chain of WAPDA administered hospitals and medical services.

#### ELIGIBILITY OF PEPCO OR CORPORATE ENTITY EMPLOYEES

Senior officers in PEPCO or in any of the DISCOs, GENCOs, NTDC who meet the stated criteria are eligible to apply, and would be given preference on basis of relevant experience and qualifications.

**TENURE:** The initial contract shall be for a period of two years extendable on satisfactory performance as per requirement.

### Chief Executive Officer Alternative Energy Development Board (AEDB)

#### QUALIFICATION / EXPERIENCE

- ▶ Professional engineering degree (Local / Foreign) from reputable universities in Civil, Mechanical, Electrical, Electronics etc. recognized by HEC. Specialization in Alternative and Renewable Energy will be given preference.
- ▶ 25 years experience in public / private sector in the field of Alternative and Renewable Energy development.

**AGE:** Maximum 55 years.

#### REMUNERATIONS

The position will have a market based remuneration package and shall be entitled to such privileges and facilities as determined by the Federal Government.

Shortlisting of  
Candidates will be  
done by internationally  
recognized HR  
consulting firms.



#### Joint Secretary (A&C)

Room No. 209, A-Block, 2nd Floor,  
Pak Secretariat, Islamabad - Pakistan.

Ph: (92-51) 9213666 Fax: (92-51) 9203187



Government of Pakistan  
**Ministry of Information,  
Broadcasting and National Heritage**

Applications accompanied by Curriculum Vitae with supporting documents, references and a recent passport size photograph should reach the Ministry at the mentioned address **within 15 days of the publication of this advertisement.**

Only short-listed candidates will be invited for interviews/selection process. No TA / DA will be provided for interviews. Applications will be treated in strict confidence.

**STRONG ECONOMY - STRONG PAKISTAN**