

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

The Government of Islamic Republic of Pakistan has received a credit from the International Development Association under National Social Protection Program (NSPP) for strengthening social safety net operations by BISP. BISP intends to apply part of the proceeds of this credit to the payments for following services (individual consultants) to be hired under this project initially for a period of one year (extendable) subject to satisfactory performance and requirements of the Project:

Sr. No.	Position	Required Qualification & Experience
1.	Senior Software Developer (03 positions)	<p>Qualification: At least Bachelor's degree in Computer Sciences (4 years) or a related discipline.</p> <p>Experience: At least 5 years of working experience as Software Developer or Systems Engineer in enterprise level projects in reputed organizations - preferably CMMI/ISO certified. Extensive Web, Windows Services, Encryption, application development in .Net/VC, C++, Java, Android & WPF application development Framework is required.</p>
2.	Software Developer (01 position)	<p>Qualification: As a minimum, 16 years of education and a Bachelor's degree in Computer Sciences CS (4 years) or a related field.</p> <p>Experience: At least 3+ years working experience as Software Developer or Systems Engineer on enterprise level projects in organizations preferably CMMI certified. Extensive Web, Windows Services, Encryption, application development in .Net/VC, C++, Java, Android & WPF application development Framework is required.</p>
3.	Quality Assurance Coordinator (02 positions)	<p>Qualification: As a minimum, 16 years of education and a Bachelor's degree in Computer Sciences CS (4 years) or a related field.</p> <p>Experience: At least 5+ years direct work experience as software quality assurance engineer/lead and Two (02) years development & database experience will be preferred. Familiar with programming languages, including VC/C++, .net, C# or Java.</p>
4.	System Engineer (01 position)	<p>Qualification: As a minimum, 16 years of education and a Bachelor's degree in Computer Sciences CS, (4 years), Engineering or a related field.</p> <p>Experience: At least 4+ years working experience as Systems Engineer on enterprise level projects in organizations preferably CMMI certified.</p>
5.	Software Project Manager (01 position)	<p>Qualification: As a minimum, 16 years of education and a Bachelor's degree in Computer Sciences CS (4 years) or a related field.</p> <p>Experience: At least 4+ years work experience in software development and 2+ years in capacity of project management, including all aspects of project life cycle phases. The applicant must have written demonstrable professional code over 1.5 million lines on some enterprise level/large application(s) and 3+ module documentation experience.</p>
6.	Case Management Specialist (01 position)	<p>Qualification: Candidates should have an advanced (Master's) degree in Social Sciences or any related field</p> <p>Experience: Proven work experience of a minimum five (5) years in the social sector is required.</p>
7.	Payments Complaint Specialist (01 position)	<p>Qualification: Advanced (Master's) degree in Social Sciences or any related field.</p> <p>Experience: Proven work experience of a minimum of five (05) years in the social sector is required.</p>

8.	Evaluation Specialist (01 position)	Qualification: A Master's degree in public policy, social policy, economics, business administration, development studies or equivalent. Experience: Should have a minimum of ten (10) years of experience and leadership in the development sector demonstrating evidence of achieving results and graduation to responsible positions.
9.	Enrollment & Monitoring Specialist (01 position)	Qualification: A university degree in Business Administration, Project Management, Development Planning or equivalent. Experience: Field Experience of at least 5 years in public and/or private sector with national/ international organization(s) demonstrating evidence of achieving results and graduation to responsible positions.
10.	Complimentary Initiatives Specialist (01 position)	Qualification: Minimum Master or bachelor's degree in business finance, social sciences, public policy, economics or a related subject from a reputed university. Experience: At least 5 years of work experience of design and implementation of social and/or productive service programs in Pakistan, preferably in public sector.

- Detailed Terms of Reference (TORs) for each position and Application Form can be downloaded from www.bisp.gov.pk.
- Hardcopies of the same can also be obtained from Director (HRM), BISP Islamabad by making a request in writing.
- 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.
- Only shortlisted candidates will be called for interviews and subsequent negotiations. T.A/D.A shall not be admissible.
- Remuneration would be negotiable commensurating to qualification and experience.
- 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".
- Government Officials and Civil servants may be hired under consulting contracts provided that they apply through proper channel and such hiring does not conflict with any employment or other laws or regulations, or policies of the country and if they (i) are on leave of absence without pay, or have resigned or retired; (ii) are not being hired by the agency they were working for before going on leave of absence without pay, resigning, or retiring; and (iii) their hiring would not create a conflict of interest. In the case of resignation or retirement, the resignation/retirement of an official/civil servant should have been notified at least six (06) months prior to the application or the period established by the statutory provisions applied to the Civil Servants, whichever is [earlier/longer](#).
- Applications on prescribed "Application Form" available at BISP's official website duly filled in by the interested candidates alongwith updated/detailed CV should reach Director (HRM) within 15 days of publish of this advertisement.

Director (Human Resource Management)

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