

**GOVERNMENT OF PAKISTAN**

**Benazir Income Support Programme (BISP)**

**(RECRUITMENT ON CONTRACT BASIS)**

Benazir Income Support Programme (BISP) require the services of qualified, highly talented and self-motivated Pakistani Nationals against the following positions, purely on contract basis, initially for a period of one year (extendable up to a maximum period of three years subject to satisfactory performance and requirements of the Programme):

Sr.	Position	Qualifications	Experience
1	Director Information & Cyber Security (Equivalent to SPS-19)	<ul style="list-style-type: none"><li>• Minimum Second Class or Grade 'C' or 2.5/4.0 CGPA, University degree (16 years of Education) or equivalent in Computer Sciences /Engineering/IT degree or equivalent from HEC recognized University / Institution. Candidates possessing relevant advanced Certifications would be preferred.</li><li>• Must possess industry leading certification in CISA / Cyber security Nexus / Cyber security Audit.</li><li>• CEH certified preferable.</li></ul>	Minimum 15 years of relevant experience with at least 05 years directly related to Information Security / Cybercrime Control Governance and / or Strategy making positions with a large organization.
2	Information Security Specialist (Equivalent to SPS-18)	Masters degree in Computer Science, Information Security, Engineering (Computer Science, Software Engineering, Electrical, Communication), Information Systems Management or related discipline; or equivalent.	<ul style="list-style-type: none"><li>• Minimum 04 years of experience working daily with network or host-based threat detection technologies;</li><li>• Must be pro-active and a self-starter as this position requires a lot of independent work;</li><li>• Knowledge of networking technologies and protocols, including Ethernet, VLANs, TCP/IP and routing;</li><li>• Experience with security technologies including:</li></ul>

			<p>Vulnerability Scanning, Firewalls &amp; Log Analysis, Host-based detection tools, Security Event and Incident Management (SEIM), Antivirus, Network Packet Analyzers, malware analysis and forensics tools;</p> <ul style="list-style-type: none"> <li>• Experience in analyzing audit logs, router logs, firewall logs, IDS logs and TCP/IP headers;</li> <li>• Certification/s like CCNA, CCIE, CISSP, CISM, CISA, CGEIT, ISO 27001, ITIL is a plus.</li> </ul>
3	Network Security Specialist (Equivalent to SPS-18)	Minimum 16 years of education and/or Bachelor's degree in Computer Science / IT / Engineering or any related field.	<p>At least 05 years related experience in organization of repute.</p> <p>Certification/s like CCNA, CCIE, CISSP, CISM, CISA, CGEIT, ISO 27001, ITIL is a plus.</p>
4	Cyber Security Analyst (Equivalent to SPS-17)	Minimum 2 <sup>nd</sup> Class or Grade 'C' or 2.5/4.0 CGPA, University degree (16 years of Education) or equivalent in Computer Sciences /Engineering/IT degree or equivalent from HEC recognized University / Institution. Candidates possessing relevant advanced Certifications would be preferred.	<p>Minimum 04 years of experience related to Information Security / Cybercrime Control Governance with a large organization.</p> <p>Certification/s like CCNA, CCIE, CISSP, CISM, CISA, CGEIT, ISO 27001, ITIL is a plus.</p>
5	Cyber Security Engineer (SPS-17)	Minimum Second Class or Grade 'C' or 2.5/4.0 CGPA, University degree (16 years of Education) or equivalent in Computer Sciences /Engineering/IT degree or equivalent from HEC recognized University / Institution. Candidates possessing relevant advanced Certifications would be preferred.	<p>Minimum 04 years of experience related to Information Security / Cybercrime Control Governance with a large organization.</p> <p>Certification/s like CCNA, CCIE, CISSP, CISM, CISA, CGEIT, ISO 27001, ITIL is a plus.</p>
6	Penetration Tester (Equivalent to	Minimum 2 <sup>nd</sup> class or Grade 'C' or 2.5/4.0 CGPA, University degree (16 years of Education) or equivalent in Computer Sciences /Engineering/IT	<ul style="list-style-type: none"> <li>• Minimum 04 years of experience in commercial penetration testing in the information technology.</li> </ul>

	SPS-17)	degree or equivalent from HEC recognized University / Institution. Candidates possessing relevant advanced Certifications would be preferred.	<ul style="list-style-type: none"> <li>• Conduct IT/Cyber Security assessments / penetration tests, Search for security vulnerabilities in Information Systems and assess the secure configuration of operating systems and network devices.</li> <li>• Certification of CEH, GXPN, LPT, OSCP, GPEN are preferable.</li> </ul>
7	Data Security Officer (Equivalent to SPS-17)	Minimum 2 <sup>nd</sup> class or Grade 'C' or 2.5/4.0 CGPA, University degree (16 years of Education) or equivalent in Computer Science / IT / Engineering / or equivalent from HEC recognized University / Institution. Candidates processing relevant advanced Certifications would be preferred.	<ul style="list-style-type: none"> <li>• Minimum 04 years of experience related to Information Security / Cybercrime organization.</li> <li>• Experience of implementing and maintaining ISMS to 27001 standard.</li> <li>• Certifications in GDPR, ISO Lead Implementer, ISO Lead Auditor are preferable.</li> </ul>

- TA/DA shall not be admissible.
- BISP is an equal opportunity employer and encourages all genders and candidates belonging to marginalized segments of society to apply.
- Market based salary will be offered to the selected candidates.
- Selected candidate will have to produce Medical Fitness Certificate at the time of joining.
- Candidate to be appointed on contract basis will not claim regularization on any grounds and will not be regularized in Government Service.
- If any regular officer/official in an equivalent pay scale is selected against this position than he/she will be taken on deputation basis subject to provision of NOC by the parent department at the time of interview regarding relieving in case of selection.
- Interested Candidates will apply by sending applications, on prescribed "Application Form" available at BISP's official website along-with updated/detailed CV, through email at [dd.hr1@bisp.gov.pk](mailto:dd.hr1@bisp.gov.pk) within 15 days of publication of this advertisement.

**Director HR (HQ & Policy)**

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