



GOVERNMENT OF KHYBER PAKHTUNKHWA
KHYBER PAKHTUNKHWA CITIES IMPROVEMENT PROJECT (KPCIP)
LOCAL GOVERNMENT, ELECTIONS & RURAL DEVELOPMENT DEPARTMENT
KHYBER PAKHTUNKHWA, PESHAWAR



EXPRESSION OF INTEREST (EOI)

Hiring of Services of **PROJECT INCREMENTAL STAFF** for Project Management Unit & City Implementation Units
 Khyber Pakhtunkhwa Cities Improvement Project, Local Government Elections & Rural Development Department (LGE&RDD)
 Government of Khyber Pakhtunkhwa (GoKP)

Applications are invited from highly qualified and experienced individuals for the recruitment of **Project Incremental Staff** on contract basis initially for a period of one (1) year (extendable based on satisfactory performance) under the subject Project. Detailed Terms of Reference (TORs) for the positions can be downloaded from KPCIP website (<https://kpcip.org.pk>) under the link **Download/Publications**, ADB CMS (https://selfservice.adb.org/OA_HTML/jadb/adbpos/jsp/ADBCMSHomepage.jsp) as well as WSSCs websites. Interested/eligible candidates shall submit their complete EOI through **ADB's Consultant Management System (CMS)**.

PROJECT MANAGEMENT UNIT (PMU), PESHAWAR

Project Director

No of Position: 01

Qualification: Preferably Master's Degree in Urban Development / Architecture / Cities Development, Civil Engineering, Project Management, Development Studies. The candidates with Ph.D. in any of the above- mentioned field will have a competitive edge.

Experience: Preferably 18 years of experience in leadership role on a project; substantial experience in Project Management; demonstrated experience in donor funded projects and preferably 5 years of working experience in similar capacity. Preference will be given to the individual having broad based experience with Government Agencies and experience with multilateral donors (ADB & WB etc) or their funded projects and overseas relevant experience / relevant experience with international organization & Government Institutions.

Internal Auditor

No of Position: 01

Qualification: Preferably Qualified Accountant (ACMA/ACCA/Master in Business Administration), Certified Internal Auditor or Certification in Risk Management Assurance or equivalent qualification.

Experience: Preferably 12 years' experience in internal auditing / auditing profession. Conversant with the rules of AGP and GoKP, ADB and International Standards for internal auditing. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Technical

No of Position: 01

Qualification: Preferably Master's degree in Civil Engineering or in other related field of engineering such as City and Regional Planning, Urban Development, Environmental Engineering or equivalent qualification.

Experience: Preferably 12 years of relevant experience in large infrastructure projects. Experience in Water Supply, Wastewater, Urban Development, Solid Waste Management is desirable. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Compliance

No of Position: 01

Qualification: Preferably Master's degree in disciplines such as Economics, Business Administration, Public Administration, Social Sciences, Finance, Engineering or equivalent qualification.

Experience: Preferably 12 years of relevant Experience in large infrastructure projects. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Finance & Administration

No of Position: 01

Qualification: Preferably Master's degree in Economics, Finance, MBA Finance or equivalent qualification.

Experience: Preferably 12 years' experience in finance, HR, and Office Administration. Experience in setting up new accounting systems, book-keeping, computerized accounting systems is desirable. Experience in making improvements to financial systems, reporting to donors and good understanding of the laws of Pakistan and Khyber Pakhtunkhwa related to tax, insurance will be considered favourably along with experience in HR Policies and procedures & administration

Urban Planner

No of Position: 01

Qualification: Preferably Bachelor degree in Urban Development/Urban and Regional/Town Planning/Civil Engineering or equivalent. Master's Degree, or post-graduate degree in above mentioned discipline(s) or equivalent qualification will be considered favourably.

Experience: Preferably 10 years relevant experience in Urban / City & Regional Planning etc. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Solid Waste Management Specialist

No of Position: 01

Qualification: Preferably Masters' degree in Civil / Electrical / Mechanical / Environmental Engineering, or equivalent qualification.

Experience: Preferably 10 years' work experience in leading projects that require organization, implementation, and operations of municipal solid waste management systems design. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Community Liaison Specialist

No of Position: 01

Qualification: Preferably Masters' degree in Economics, Public Policy, Public Administration, Project management, Urban Planning and Governance Sector, Social Sciences, Development Studies or equivalent qualification.

Experience: Preferably 10 years' experience in the designing & implementation of community engagement campaigns. Demonstrated experience in engaging and mobilizing stakeholders and in capacity building interventions with a focus on community engagement. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Landscape Architect

No of Position: 01

Qualification: Preferably Bachelor's degree in Architecture, Landscaping Designing, Urban Architecture and Design. A Master's degree in the above disciplines will be considered favourably.

Experience: Preferably 10 years of experience in urban design, sustainable architectural design and landscape/site planning & design. Experience and interest in hard & soft landscape construction and interior design experience. Preference will be given to those who possess relevant with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Project Development Officer

No of Position: 01

Qualification: Preferably Bachelor degree in Civil Engineering / Water & Sanitation / Environmental Engineering or equivalent qualification. Preferably Master's degree in the above-mentioned fields or Project Management, Construction Management or Business Administration.

Experience: Preferably 7 years relevant experience in Water Supply or Sanitation Infrastructure Projects or Urban Development Projects. Adequate knowledge of engineering and project management practices. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their

systems. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Project Development

No of Position: 01

Qualification: Preferably Master's degree in Civil Engineering, Water and Sanitation Engineering, Project Management or equivalent qualification.

Experience: Preferably 12 years of relevant experience in managing civil engineering mega projects, preferably water, sanitation & infrastructure projects; adequate knowledge of engineering & project management practices. Comprehensive knowledge of modern engineering techniques & technologies; knowledge of policies & rules of development donors & international financing institutions & experience with implementation. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Reforms

No of Position: 01

Qualification: Preferably Master's in Development studies / Economics / Finance / Administration (Business / Public) / Engineering or equivalent qualification.

Experience: Preferably 12 years relevant experience in institutional development / capacity building & reforms of local government, water and sanitation or similar public utility companies. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director (Gender & Inclusion)

No of Position: 01

Qualification: Preferably Master's degree in Social Sciences, Public Policy, Project management, Urban Planning & Governance sector, Gender or another relevant field required.

Experience: Preferably 5 years in the field of Social Development, managing similar gender mainstreamed projects and preferably 10 years in gender specific expertise. Well versed with gender related issues in relation to Urban Development sector. Experience in developing gender policies & strategies for Urban, WASH & similar sectors. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions. Experience on similar infrastructure water supply, sanitation & SWM projects in the KP province would be an added advantage.

Urban Development Specialist

No of Position: 01

Qualification: Preferably Master's Degree or post-graduate degree in Urban / Regional Planning, Urban Economics or equivalent qualification.

Experience: Preferably 10 years of relevant professional experience in Urban Development & Urban Environmental improvement, Urban Sector Development, or related area & relevant experience in design of multi-sector projects, practical knowledge & experience in integration of financial, economic, social, institutional & safeguard requirements & issues in project design. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Water Supply and Sanitation Specialist

No of Position: 01

Qualification: Preferably Masters in Civil Engineering / Environmental Engineering / Public Health Engineering / Solid Waste Engineering or equivalent qualification.

Experience: Preferably 10 years of experience in planning, designing & execution of mega water supply and sanitation projects. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Wastewater Treatment Specialist

No of Position: 01

Qualification: Preferably Masters' degree in Civil Engineering, Sanitation Engineering, Public Health Engineering, Environmental Engineering, Mechanical Engineering, Chemical Engineering or equivalent qualification.

Experience: Preferably 10 years of experience on major wastewater treatment projects in designing and implementation of drainage networks & wastewater treatment plants, or related structures including drainage networks & disposal points. Preference will be given to those who possess relevant experience with multilateral

funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

IT Officer

No of Position: 01

Qualification: Preferably Bachelor's degree in Information Communication Technology (ICT), Computer Sciences or equivalent qualification.

Experience: Preferably 05 years of relevant professional experience in IT projects, preferably development and implementation of smart cities applications and other technological deployment. Prior experience in ICTs implementation in government sector is desirable. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Monitoring & Evaluation Officer

No of Position: 01

Qualification: Preferably Bachelor's Degree in Civil Engineering, Development Studies, Economics, Finance, Business Administration or equivalent qualification. Master's degree in any of the above fields & Project Management, Business Administration etc will be considered favourably.

Experience: Preferably 05 years of relevant experience of undertaking Monitoring & Evaluation (M&E) activities. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Media & Communication Officer

No of Position: 01

Qualification: Preferably Bachelor's degree in Media Relations, Journalism, Publishing, Public Affairs or equivalent qualification.

Experience: Preferably 05 years demonstrated relevant professional experience in public relations, communications, social media, knowledge support, external relations, public affairs. Excellent written and spoken communication skills in English. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Admin Officer

No of Position: 01

Qualification: Preferably Bachelor's degree in disciplines such as Economics, Business Administration, Procurement, HR, Public Administration, Finance or equivalent qualification.

Experience: Preferably 05 years' experience in Office administration, HR & Procurement. Experience in reporting to donors, understanding of basic laws of Pakistan and Khyber Pakhtunkhwa related to tax, insurance, etc., experience in HR policies and procedures, setting-up and managing office systems is desirable. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions. Sufficient experience/knowledge in ADB's Project Procurement Cycle (EOI/IFB till contract award) and experience in contract negotiation/signing to ensure procurement compliance with ADB's Guidelines on the Use of Consultants and ADB's Procurement Guidelines and other Government requirement.

Finance & Accounting Officer (Reporting)

No of Position: 01

Qualification: Preferably Qualified Accountant ACMA / ACCA / Bachelor's in Business Administration (Finance) or equivalent qualification.

Experience: Preferably 05 years' experience in finance & accountancy. Experience in reporting to donors. Good understanding of the laws of Pakistan and Khyber Pakhtunkhwa related to finance and accountancy. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Finance & Accounting Officer (Accounting)

No of Position: 01

Qualification: Preferably Qualified Accountant ACMA / ACCA / Bachelor's in Business Administration (Finance) or equivalent qualification.

Experience: Preferably 05 years' experience in finance & accountancy. Experience in reporting to donors. Good understanding of the laws of Pakistan and Khyber Pakhtunkhwa related to finance & accountancy. Experience working for projects financed by ADB & other multi-lateral donors in an advantage & overseas relevant experience / relevant experience with international organization & Government Institutions.

Project Support Officer (Gender)

donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

No of Position: 01

Qualification: Preferably Bachelor's degree in Social Sciences, Project Management, Urban Planning and Governance Sector, Gender or another relevant field.

Experience: Preferably 4 years of experience in the role of program/project support working on social development and gender issues; understanding of gender issues, particularly in the context of KP; proven experience of coordination support to project partners; good understanding of community mobilization approaches; 2 years of experience of donor funded projects (like ADB or WB); good communication & reporting skills, knowledge of local language (Pushto) will be considered favourably.

CITY IMPLEMENTATION UNITS (CIUs), Abbottabad, Kohat, Mardan, Mingora (Swat) and Peshawar

Infrastructure Engineer (WATSAN)

No of Positions: 04 (Abbottabad, Kohat, Mingora and Peshawar)

Qualification: Preferably Bachelor's Degree in Civil Engineering, Water & Sanitation, Public Health Engineering or equivalent qualification. Master's degree in above mentioned fields will be considered favourably.

Experience: Preferably 10 years in the field of water supply network planning, design and operation. Well versed with environmental concerns with water & sanitation dynamics as well as applicable government regulations. Expertise in water supply (including drinking water) operations, hydraulic systems as well as integrated city planning are highly desired. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Infrastructure Engineer (Wastewater Treatment)

No of Positions: 02 (Kohat and Mardan)

Qualification: Preferably Bachelor's degree in Civil Engineering, Sanitation Engineering, Public Health Engineering, Environmental Engineering, Mechanical Engineering, Chemical Engineering or equivalent. A Master's Degree in any of the above disciplines will be considered favourably.

Experience: Preferably 10 years of experience as Wastewater Treatment Design Engineer on major Wastewater Treatment Projects in designing of drainage networks and Wastewater Treatment Plants, Solid Waste Management Facility or related structures including drainage networks and disposal points. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects and overseas relevant experience / relevant experience with international organization & Government Institutions.

Contract Admin / Management Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Civil Engineering, Procurement, Business Management, Law or Finance or equivalent qualification.

Experience: Preferably 10-year experience in procurement and contract management / FIDIC based contract administration of civil works and consultancy services with focus on ADB procedures is an added advantage, experience & knowledge of procurement procedures of international organizations / agencies, especially of ADB, GoP & ADB procurement guidelines for works, goods & services. Working experience in the Khyber Pakhtunkhwa region will be considered favourably. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Monitoring & Evaluation Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's Degree in Civil Engineering, Development Studies, Economics, Finance, Business Administration or equivalent qualification. Master's degree in any of the above fields and Project Management, Business Administration etc will be considered favourably.

Experience: Preferably 5 years of general experience with three years of particular experience of undertaking M&E activities. Excellent written and spoken communication skills in English; & working experience in the Khyber Pakhtunkhwa region will be considered favourably. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

MIS Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Computer Sciences, Systems Engineering, Electrical/Computer/Software Engineering, Project Management, Business Administration, Economics etc. or equivalent qualification.

Experience: Preferably 5 years of general experience with five years of particular experience of preparation of MIS. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favourably. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects and overseas relevant experience / relevant experience with international organization & Government Institutions.

IT Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Information Communication Technology (ICT), Computer Sciences, or equivalent qualification.

Experience: Preferably 5 years of general experience and 4 years of demonstrated relevant professional experience at the national level in IT projects, development and implementation of smart cities applications and other technological deployment. Prior experience in ICTs implementation in government sector is desirable. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Infrastructure Engineer (SWM)

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Civil Engineering / Environmental Engineering / Waste Management / Public Health Engineering or equivalent qualification. Master's degree in any of the above field will be considered favourably.

Experience: Preferably 5 years' experience in solid waste management planning & designing. Preferably having designed landfills sites, secondary and primary transfer equipment/vehicles design/specification & transfer stations. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

GIS Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in GIS and Remote Sensing or equivalent qualification. Master's degree will be considered favourably.

Experience: Preferably 5 years of demonstrated relevant professional experience at the national level in spatial data development, & development / deployment of GIS applications. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Gender Coordinator / Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Social Sciences or equivalent qualification. Relevant Master's degree will be considered favourably.

Experience: Preferably 5 years in the field of Gender Mainstreaming. Well versed with environmental concerns with water & sanitation dynamics as well as applicable government regulations. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Detailed Terms of Reference can be downloaded from <https://kpcip.gov.pk>, <https://www.lgkp.gov.pk>, WSSCs website and ADB's CMS (https://selfservice.adb.org/OA_HTML/adb/adbpos/jsp/ADBCMSHomepage.jsp) free of charge. The Expression of Interest (EOI) must be submitted online via ADB's CMS not later than 18 October 2021. Direct submission of EOIs to PMU, CIUs, WSSCs and LGE&RDD are not acceptable and will be rejected.

PROJECT DIRECTOR (PMU, KPCIP, LGE&RDD)

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