

APPENDIX-I
(REGULATION)

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
1.	<p>CHIEF ENGINEER (BPS-20)</p> <p>(i) Development.</p> <p>(ii) Operation & Maintenance.</p> <p>(iii) Public Private Partnership / Renewable Energy Project.</p> <p>(iv) Planning/ Policy.</p> <p>(v) Monitoring & Evaluation.</p> <p>(vi) Procurement & Contract.</p>	<p>(i) At least Second Class Bachelor's Degree in Civil, Electrical/Electronic, Mechanical or Energy Engineering from a recognized University and register with Pakistan Engineering Council (PEC) with at least seventeen (17) years relevant experience in BPS-17 and above including a minimum three (3) years' experience in BPS-19 or equivalent in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.</p> <p style="text-align: center;">OR</p> <p>(ii) at least Second Class M.Sc, in Civil, Electrical/Electronic, Mechanical or Energy Engineering from a recognized University and register with Pakistan Engineering Council (PEC) with at least fifteen (15) years' experience in BPS-17 and above or equivalent including minimum three (3) years' experience in BPS-19 or equivalent in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.</p>	Up to 50 Years.	<p>(a) Eighty percent (80%) by promotion, on the basis of seniority-cum-fitness, from amongst the BPS-19 officers of the engineering cadre, who have qualified departmental training mandatory for promotion, and having seventeen (17) years' service in BPS-17 and above. In case of initial recruitment in BPS-19 then five (5) years' service in BPS-19.</p> <p>In case no eligible candidate is available by promotion, then by transfer on deputation basis from Government Departments or autonomous or semi-autonomous bodies with the same qualification and experience; and</p> <p>(b) Twenty percent (20%) by initial recruitment.</p> <p>Note: If applicable, a joint seniority list of officers in BPS-19 shall be maintained for the purpose of promotion in accordance with regulation 23(4).</p>

<p>2.</p>	<p>DIRECTOR (BPS-19)</p> <p>(i) Planning/Policy</p> <p>(ii) Development</p> <p>(iii) Operation & Maintenance</p> <p>(iv) Electro & Mechanical</p> <p>(v) Private Power/Renewable Energy</p> <p>(vi) Hydrology</p> <p>(vii) Monitoring & Evaluation</p> <p>(viii) Procurement & Contract</p>	<p>(i) At least 2nd Class Bachelor's Degree in Civil, Electrical/Electronic, Mechanical or Energy Engineering from a HEC recognized University and register with Pakistan Engineering Council (PEC) with at least twelve (12) years relevant experience in BPS-17 and above including a minimum three (3) years' experience in BPS-18 or equivalent in a Government, autonomous, semi-autonomous or private sector bodies at national or international level;</p> <p style="text-align: center;">OR</p> <p>(ii) At least 2nd Class M.Sc. in Civil, Electrical/Electronic, Mechanical or Energy Engineering from a HEC recognized University and register with Pakistan Engineering Council (PEC) with at least ten (10) years experience in BPS-17 and above or equivalent including minimum three (3) years experience in BPS-18 or equivalent in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.</p>	<p>Up to 45 years</p>	<p>(a) Sixty percent (60%) by promotion, on the basis of seniority-cum-fitness, from amongst BPS-18 officers of Engineering Cadre, who have qualified departmental training mandatory for promotion, and having at least twelve (12) years' service in BPS-17 and above. In case of initial recruitment in BPS-18 then seven (7) years' service in BPS-18;</p> <p>(b) Ten percent (10%) by promotion on the basis of seniority-cum-fitness, from amongst BPS-18 officers, who have qualified departmental training mandatory for promotion, and having Master degree in the field of Engineering in Civil or Electrical/Electronic or Mechanical with at least twelve (12) years service in BPS-17 and above. In case of initial recruitment in BPS-18 then seven (7) years service in BPS-18;</p> <p>If no suitable candidate is available by promotion, then by transfer on deputation basis from Government departments or autonomous or semi-autonomous bodies; and</p> <p>(c) Thirty percent (30%) by initial recruitment.</p>
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3.	DIRECTOR COMMERCIAL & TARIFF (BPS-19)	Chartered Accountant or MBA Finance from a HEC recognized University having twelve (12) years experience in BPS-17 and above including three (3) year's experience in BPS-18 or equivalent including five (5) years in the field of Renewable Energy in a Government, autonomous, semi-autonomous or private sector bodies at national or international level;	Up to 45 years	By initial recruitment.
4.	DIRECTOR GEOLOGY (BPS-19)	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 officers of Geology cadre having twelve (12) years service in BPS-17 and above and qualified the departmental training mandatory for promotion. In case of initial recruitment in BPS-18 then seven (7) years service in BPS-18.
5.	DIRECTOR ENVIRONMENT/SOCIAL (BPS-19)	At least Second Class Master Degree in Environmental Sciences/Sociology/Social Work or equivalent qualification from a recognized University with at least twelve (12) years relevant experience in BPS-17 and above including a minimum three (3) years experience in BPS-18 or equivalent in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	Up to 45 years	By initial recruitment.

06.	DIRECTORS (BPS-19) (i) Finance (ii) Audit	---	Up to 45 years	By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 officers from the Finance and Audit cadre respectively having twelve (12) years service in BPS-17 and above and qualified departmental training mandatory for promotion. In case of initial recruitment in BPS-18 then seven (7) years service in BPS-18. In case no suitable candidate is available by promotion, then by transfer on deputation basis from the office of Accountant General of Pakistan/Controller General of Accounts/Finance Department.
07.	Director Information Technology (BPS-19)	At least Second Class Master Degree in Computer Science / IT or Computer Software System Engineer or equivalent from a HEC recognized university with twelve (12) years experience in BPS-17 and above including three (3) years experience in BPS-18 or equivalent in the field of Programming, System Analysis and Operational Management in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	Up to 45 years	By initial recruitment.
08.	Director Administration and Human Resources (BPS-19)	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 officers of Admin and HR Cadre having twelve (12) years service in BPS-17 and above and qualified departmental training mandatory for promotion. In case of initial recruitment in BPS-18 then seven (7) years service in BPS-18.

<p>09.</p>	<p>Deputy Director (BPS-18) (i) Planning (ii) Development (iii) Operation & Maintenance/ RE (iv) Electro & Mechanical (v) Private Power/ Renewable Energy (vi) Policy (vii) Monitoring & Evaluation (viii) Procurement & Contract (ix) Hydrology</p>	<p>At least Second Class Bachelor's Degree in Civil, Electrical/Electronic, Mechanical or Energy Engineering from a recognized University and register with Pakistan Engineering Council (PEC) with at least five (05) years relevant experience in BPS-17 and above or equivalent in a Government, autonomous, semi-autonomous or private sector bodies at national or international level;</p> <p style="text-align: center;">OR</p> <p>At least Second Class M.Sc in Civil, Electrical/Electronic, Mechanical or energy Engineering from a recognized University and register with Pakistan Engineering Council (PEC) with at least three (3) years' experience in the relevant field in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.</p>	<p>Up to 40 years</p>	<p>(a) Seventy five (75%) by promotion on the basis of seniority-cum-fitness, from amongst the BPS-17 officers in engineering cadres (Engineering degree holders), having at least five (5) years service in BPS-17 and qualified departmental training mandatory for promotion.</p> <p>In case no suitable candidate is available by promotion, then by transfer on deputation basis from Government departments or autonomous or semi-autonomous bodies having the same qualification and experience; and</p> <p>(b) Twenty five percent (25%) by initial recruitment.</p>
<p>10.</p>	<p>Deputy Director Commercial Tariff (BPS-18)</p>	<p style="text-align: center;">---</p>	<p>Up to 40 years</p>	<p>By promotion, on the basis of seniority-cum-fitness, amongst the BPS-17 officers of Commercial and Tariff cadre having five (5) years service in BPS-17 and qualified the departmental training mandatory for promotion.</p> <p>In case no suitable candidate is available, by promotion, then by transfer on deputation basis from any Government Department or autonomous or semi-autonomous entity of Government.</p>

11.	Deputy Director Geology (BPS-18)	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Geology Cadre having five (5) years service in BPS-17 and qualified the departmental training mandatory for promotion.
12.	Deputy Director/ Senior Economist (BPS-18)	At least Second Class M.Sc. degree in Economics or Master Degree in Commerce or Business Administration from a recognized University with at least five (5) years relevant experience in BPS-17 or above or equivalent in a Government, autonomous, semi-autonomous or private sector bodies at national or international level, in the field of development economics, public finance, international economics or any field of planning or development.	Up to 40 years	(a) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Economic Cadre having five (5) years service in BPS-17 or above and qualified the departmental training mandatory for promotion; and (b) Fifty percent (50%) by initial recruitment.
13.	Deputy Director Environment / Social (BPS-18)	At least Second Class BS degree in Environmental Sciences/Sociology/Social Work or equivalent qualification from a recognized University with at least five (5) years experience in BPS-17 and above or equivalent in the relevant field in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	Up to 40 years	(a) Seventy five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Environment Cadre having five (5) years service in BPS-17 and qualified the departmental training mandatory for promotion; and (b) twenty five percent (25%) by initial recruitment.

14.	<p>Deputy Director (BPS-18)</p> <p>(i) Finance</p> <p>(ii) Audit</p>	<p>CA (Inter), ACMA, CFA, ACCA or at least Second Class MBA Finance or M. Com from a HEC recognized University with at least five (5) years experience in BPS-17 and above or equivalent in the field of finance, accounts, audit in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.</p>	<p>Up to 40 years</p>	<p>(a) Seventy five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Accounts/ Finance & Audit cadre with five (5) years service in BPS-17 and qualified the departmental training mandatory for promotion.</p> <p>In case no suitable candidate is available, by promotion, then by transfer on deputation basis the office of Accountant General of Pakistan/Controller General of Accounts/ Finance Department; and</p> <p>(b) Twenty five percent (25%) by initial recruitment.</p>
15.	<p>Deputy Director (BPS-18)</p> <p>(i) System analyst/ database admin</p> <p>(ii) IT infrastructure</p>	<p>—</p>	<p>---</p>	<p>(a) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst BPS-17 officer of IT cadre having at least five (5) years service in BPS-17 and qualified departmental training mandatory for promotion; and</p> <p>(b) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from BPS-17 officers of IT cadre having Master Degree in Computer Science/IT or Computer Software Engineer from a recognized University with at least five (5) years service in BPS-17 and qualified departmental training mandatory for promotion.</p>

				In case no suitable candidate is available by promotion, then by transfer on deputation basis from any Government Department or autonomous or semi-autonomous entity of Government.
16.	<p>Deputy Director (BPS-18)</p> <p>(i) Administration & Coordination</p> <p>(ii) Human Resource Management</p>	---	---	<p>(a) Sixty five percent (65%) by promotion, on the basis of seniority-cum-fitness, from amongst BPS-17 officers of Admin/HR cadre having at least five (5) year service in BPS-17 and has qualified the departmental training mandatory for promotion.</p> <p>(b) Thirty five percent (35%) by promotion on the basis of seniority cum-fitness, amongst the BPS-17 or equivalent officers of HR/Admin cadre having sixteen (16) years education in Human Resource (BBA Hons in Human Resource Management or MBA Human Resource Management) with at least five (5) years service in HR in BPS-17 or equivalent and qualified the departmental training mandatory training for promotion.</p> <p>In case no suitable candidate is available by promotion, then by transfer on deputation basis from any Government Department or autonomous or semi-autonomous entity of Government.</p>

17.	Deputy Director Legal (BPS-18)	---	---	<p>By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Assistant Directors Legal having at least five (5) years service in BPS-17 as such and qualified the departmental training mandatory for promotion.</p> <p>In case no suitable candidate is available by promotion, then by transfer on deputation basis from any Government Department or autonomous or semi-autonomous entity of Government.</p>
18.	Deputy Director Information/ Senior Public Relation Officer (BPS-18)	---	---	<p>By promotion on basis of seniority-cum-fitness, from amongst BPS-17 officers of Public Relation cadre having at least five (5) years service in BPS-17 and qualified the departmental training mandatory for promotion.</p>
19.	Assistant Directors/ Junior Engineers (Civil) (BPS-17)	At least Second Class Bachelor's Degree in Civil Engineering from a recognized University and register with Pakistan Engineering Council (PEC) with at least 3 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	Up to 35 years	<p>A. Thirty percent (30%) by promotion in the following manner-</p> <p>(i) ten percent (10%) on the basis of seniority-cum-fitness, from amongst the Sub Engineer holding Engineering Degree in Civil with five (5) years service in BPS-12 and above of the Technical Support cadre and qualified departmental training mandatory for promotion.;</p>

				<p>(ii) ten percent (10%) on the basis of seniority-cum-fitness, from amongst the Sub Engineer of Technical Support cadre having B.Tech Degree (Civil) from a recognized University with at least five (5) years service in BPS-12 and above and qualified the departmental training mandatory for promotion; and</p> <p>(iii) ten percent (10%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers of Technical Support Staff Cadre possessing D.A.E (Civil) with at least five (5) years service in BPS-12 and above and qualified the departmental training mandatory for promotion; Provided that in case no suitable candidates are available by promotion against any of the above quotas, the seats of such quotas shall be distributed equally among the remaining quotas; and</p> <p>B. Seventy percent (70%) by initial recruitment.</p>
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20.	<p>Assistant Directors/ Junior Engineers (Mechanical) (BPS-17)</p>	<p>At least 2nd Class Bachelor's Degree in Mechanical Engineering from a HEC recognized University and register with Pakistan Engineering Council (PEC) with at least 3 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.</p>	<p>Up to 35 years</p>	<p>A. Thirty percent (30%) by promotion in the following manner-</p> <ul style="list-style-type: none"> (i) ten percent (10%) on the basis of seniority-cum-fitness, from amongst the Sub Engineer of Technical Support Staff cadre holding Engineering Degree in Mechanical with five (5) years service in BPS-12 and above and qualified the departmental training mandatory for promotion.; (ii) ten percent (10%) on the basis of seniority-cum-fitness, from amongst the Sub Engineer of Technical Support cadre having B.Tech Degree (Mechanical) from a recognized University with at least five (5) years service in BPS-12 and above and qualified the departmental training mandatory for promotion; and (iii) ten percent (10%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers of Technical Support Staff cadre having D.A.E (Mechanical) with at least five (5) years service in BPS-12 and above and qualified the departmental training mandatory for promotion:
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				<p>Provided that in case no suitable candidates are available by promotion against any of the above quotas, the seats of such quotas shall be distributed equally among the remaining quotas; and</p> <p>B. seventy percent (70%) by initial recruitment.</p>
21.	<p>Assistant Directors / Junior Engineers/ ARE (Electrical/ Electronics) (BPS-17)</p>	<p>At least 2nd Class Bachelor's Degree in Electrical/Electronic Engineering from a HEC recognized University and register with Pakistan Engineering Council (PEC) with at least 3 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.</p>	<p>Up to 35 years</p>	<p>A. Thirty percent (30%) by promotion in the following manner-</p> <p>(i) ten percent (10%) on the basis of seniority-cum-fitness, from amongst the Sub Engineers of Technical Support Staff cadre holding Engineering Degree in Electrical/Electronics with five (5) years service in BPS-12 and above and qualified the departmental training mandatory for promotion;</p> <p>(ii) ten percent (10%) on the basis of seniority-cum-fitness, from amongst the Sub Engineers of Technical Support cadre having B.Tech Degree (Electrical/Electronics) from a recognized University with at least five (5) years service in BPS-12 and above and qualified the departmental training mandatory for promotion; and</p>

				<p>(iii) ten percent (10%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers of Technical Support Staff cadre having D.A.E (Electrical/Electronics) with at least five (5) years service in BPS-12 and above and qualified the departmental training mandatory for promotion: Provided that in case no suitable candidates are available by promotion against any of the above quotas, the seats of such quotas shall be distributed equally among the remaining quotas; and</p> <p>B. Seventy percent (70%) by initial recruitment. Provided that the Appointing Authority may induct any Assistant Director (Electrical/Electronic), who is on deputation to the PEDO, in accordance with regulation-17 of these regulation.</p>
22.	Assistant Directors / Junior Engineers (Energy) (BPS-17)	At least Second Class Bachelor's Degree in Energy Engineering from a recognized University and register with Pakistan Engineering Council (PEC) with at least 3 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	Up to 35 years	By initial recruitment
23.	Assistant Director Commercial & Tariff (BPS-17)	CA (Inter), ACMA, CFA, ACCA or at least Second Class MBA (Finance) from a recognized University.	Up to 35 years	By initial recruitment.

24.	Assistant Director Geology (BPS-17)	At least Second Class BS Geology Degree (16 years education) or equivalent qualification from a recognized University.	Up to 35 years	By initial recruitment
25.	Assistant Director/ Junior Economist (BPS-17)	At least Second Class Master's Degree in Economics/Commerce, Business Administration from a recognized University.	Up to 35 years	By initial recruitment
26.	Assistant Director Environment / Social (BPS-17)	At least Second Class BS Degree in Environmental Sciences/Sociology/Social Work or equivalent qualification from a recognized University.	Up to 35 years	By initial Recruitment
27.	Assistant Director (BPS-17) (i) Finance (ii) Audit (iii) Accounts (iv) Revenue; and (v) Budget.	CA (Inter), ACMA, CFA, ACCA or at least Second Class Master Degree in Economics/ Commerce or Business Administration or equivalent qualification from a recognized University.	Up to 35 years	(a) Seventy percent (70%) by promotion on the basis of seniority-cum- fitness, from amongst the Accountants and Auditors of the Finance and Audit cadre, with at least five (05) years service in BPS-16 and qualified the departmental training mandatory for promotion; In case no suitable candidate is available by promotion, then by transfer on deputation basis from the department of Auditor General of Pakistan having the same qualification and experience; and (b) thirty percent (30%) by initial recruitment.

<p>28.</p>	<p>Assistant Director (BPS-17)</p> <p>(i) Web Administrator</p> <p>(ii) Business Application Developer</p> <p>(iii) Network Infrastructure/Lan-Administrator</p>	<p>At least Second Class Master Degree in Computer Science/IT or Computer Software Engineer or equivalent qualification from a recognized University.</p>	<p>Up to 35 years</p>	<p>A. Sixty percent (60%) by promotion in the following manner-</p> <p>(i) twenty percent (20%) by promotion on the basis of seniority-cum-fitness, amongst the Computer Operators from IT cadre, with at least five (5) years service in BPS-16 and qualified the departmental training mandatory for promotion; and</p> <p>(ii) forty percent (40%) by promotion on the basis of seniority-cum-fitness, from amongst the Computer Operators with Masters Degree in Computer Science or equivalent qualification having five (5) years experience in BPS-16 and has qualified the mandatory departmental training for promotion:</p> <p>Provided that in case no suitable candidates are available by promotion against quota mention at 1(b) the seats of such quotas shall be distributed quota mentioned at Sr. 1(a); and</p> <p>B. Forty percent (40%) by initial recruitment.</p> <p>C.</p>
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29.	<p>Assistant Director (BPS-17)</p> <p>(i) Administration (ii) Human Resources (iii) Training (iv) Transport</p>	At least Second Class BBA (Hons) Degree in Human Resource Management or MBA in Human Resource Management or MPA from a recognized University.	Up to 35 years	<p>(a) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Superintendents and Private Secretaries having Bachelor Degree and two years service and qualified the departmental training mandatory for promotion.</p> <p>(b) fifty percent (50%) by initial recruitment.</p>
30.	Assistant Director Legal (BPS-17)	At least Second Class L.L.B degree from a recognized University with at least five (5) years standing at the Bar including two (2) years practice in High Court.	Up to 40 years	By initial recruitment
31.	Public Relation Officer (BPS-17)	At least Second Class BS Degree in Mass Communication and Media/Journalism or equivalent qualification from a recognized University.	Up to 35 years	<p>(a) By initial recruitment; or</p> <p>(b) by transfer on deputation basis from the Information and Public Relations Department of Government.</p>
32.	Private Secretary (BPS-17)	<p>(i) At least Second Class BS Degree or equivalent qualification from a recognized University with five (5) years experience as Personal Assistant in Government, autonomous, semi-autonomous bodies;</p> <p>(ii) one year diploma in computer science or DIT;</p> <p>(iii) 100 word per minute in shorthand; and</p> <p>(iv) 40 word per minute in typing test in English.</p>	Up to 35 years	<p>(a) Fifty percent (50%) by promotion on the basis of seniority-cum- fitness, from amongst the holders of the post of Senior Scale Stenographer or Personal Assistant of Ministerial-I Cadre with at least two (2) years service as such and qualified departmental training mandatory for promotion; and</p> <p>(b) Fifty percent (50%) by initial recruitment.</p>

33.	Office Superintendent (BPS-17)	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Office Assistant of Ministerial Cadre having two (2) years service in PEDO and qualified departmental training mandatory for promotion.
34.	Accountant/Auditor (BPS-16)	At least Second Class Bachelor Degree in Commerce/BBA (Finance) or equivalent qualification from a recognized University.	Up to 32 years	(a) Seventy five (75%) by initial recruitment; and (b) Twenty five (25%) by deputation from the office of Accountant General, AGPR/CGA/ Local Audit Fund.
35.	Store Officer (General) (BPS-16)	At least Second Class Bachelor Degree having at least one of the subjects i.e. Statistics or Mathematics or Economics, with computer certificate of one year and at least five (5) years relevant experience.	Up to 32 years	(a) Fifty percent (50%) by initial recruitment; and (b) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Senior Store Keeper of Ministerial-II cadre having five (5) years service as such.
36.	Store Officer (Technical) BPS-16	At least Second Class DAE in Electrical or Mechanical from a recognized Technical Board with at least 2 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.		(a) Fifty percent (50%) by initial recruitment; and (b) Fifty percent (50%) by promotion from amongst the officials of Technical Support Cadre having DAE Diploma with two (2) years service as such.
37.	Foreman (BPS-16)	At least 2 nd class Diploma of Associate Engineers in Electrical/ Mechanical Technology from a recognized Technical Board with five (05) years' experience in Government department or autonomous / semi-autonomous organization.	Up to 32 years	(a) Seventy five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Machine Operator possessing Diploma of Associate Engineering in Electrical or Mechanical from a recognized Board, with 05 years' service as such; and (b) Twenty five (25%) by initial recruitment.

38.	Senior Scale Stenographer (BPS-16)	(i) At least 2 nd class BS Degree or equivalent qualification from a HEC recognized university. (ii) 100 word per minute in shorthand; (iii) 40 word per minute in typing test in English; and (iv) one year diploma in computer science or DIT.	Up to 32 years	(a) 75% by promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Junior Scale Stenographer with at least 05 years' service as such. (b) 25% by initial recruitment
39.	Office Assistant (BPS-16)	At least 2 nd class BS Degree or equivalent qualification from a HEC recognized university.	Up to 32 years	(i) 75% by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Senior Clerks with five 05 years' service as such. (ii) 25% by initial recruitment.
40.	Computer Operator (BPS-16)	At least 2 nd Class Bachelor Degree in Computer Science/ Information Technology (BCS/ BIT four years)/ Computer Software Engineer or equivalent qualification from a recognized University.	Up to 32 years	By Initial recruitment
41.	Senior clerk (BPS-14)	---	---	By promotion on the basis of seniority-cum-fitness, from amongst holders of the post of Junior Clerk having 02 years' service as such.

42.	Junior Scale Stenographer (BPS-14)	<p>i) At least 2nd class BS Degree or equivalent qualification from a HEC recognized University with a speed of 80 words per minute in English in Shorthand and 40 words per minute in English typing; and</p> <p>ii) One year Diploma in information Technology from a recognized Technical Board.</p>	Up to 30 years	By initial recruitment
43.	Security Supervisor (BPS-15)	Higher Secondary School Certificate from a recognized Board and retired as Subedar from Pakistan Army, Frontier Constabulary or Frontier Crops.	Up to 45 years	By initial recruitment.
44.	Electrical Supervisor (BS-12)	---	---	By promotion on the basis of seniority-cum-fitness from amongst the holders of the post of Lab Assistant having 5 years service as such.
45.	Sub Engineer (Civil/Electric/Mechanical) (BPS-12)	At least 2 nd class Diploma of Associate Engineers in relevant field of Engineering from a recognized Technical Board with at least 3 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	Up to 28 years	By initial recruitment
46.	Line Superintendent (Grade-I) (BPS-12)	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Line Superintendent (Grade-II), having 05 years' service as such.
47.	Head Draftsman (BPS-12)	---	---	By promotion, on basis of seniority-cum-fitness, from amongst holders of the post of Draftsman of Drawing Cadre.

48.	Draftsman (BPS-11)	At least 2 nd class Secondary School Certificate from a recognized Board; and Certificate or Diploma in Architecture or Drafting from a recognized institute.	Up to 28 years	<p>i. 20% by promotion, on basis of seniority-cum-fitness, from amongst holders of the post of Tracer of Drawing Cadre with 05 years' service as such; and</p> <p>ii. 80% by initial recruitment</p>
49.	Junior Clerk (BPS-11)	At least 2 nd class Bachelor Degree or equivalent qualification from a HEC recognized University. Computer Certificate from a recognized institute.	Up to 28 years	<p>i. 40% by promotion, on the basis of seniority-cum-fitness, from amongst Naib Qasid, Helper and Dispatch Rider and equivalent posts having passed Intermediate or equivalent examination from a recognized Board with 02 years' service as such; and</p> <p>ii. 60% by initial recruitment.</p>
50.	Line Superintendent Grade-II (BPS-11)	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Lineman (Grade-I) and having 05 years' service as such.
51.	Machine / Turbine Operator (BPS-12)	At least 2 nd class Diploma of Associate Engineering in Mechanical or Electrical Technology from a recognized Technical Board with at least 3 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	Up to 28 years	By initial recruitment
52.	Senior Store Keeper (General) (BPS-12)	At least 2 nd class Bachelor's Degree or equivalent qualification from a HEC recognized university	Up to 28 years	<p>By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Store Keeper (BPS-7) of Ministerial-II Cadre with 05 years' service as such.</p> <p>If no suitable candidate is available by promotion, then by initial recruitment.</p>

53.	Senior Store Keeper (Technical) (BPS-12)	Diploma of Associate Engineering in Mechanical or Electrical Technology from a recognized Technical Board with two (02) years relevant experience.	Up to 28 years	By initial recruitment.
54.	Care Taker (BPS-12)	At least 2 nd class Diploma of Associate Engineers or B. Tech (Hons) in Civil or Electrical or Mechanical from a recognized Technical Board.	Up to 28 years	By initial requirement
55.	Pesh Imam (BPS-09)	Sanad from Wafaq-ul-Madaress. Preference will be given to Hafiz-e- Quran.	Up to 40 years	By Initial recruitment
56.	Lab Assistant (BPS-08)	Secondary School Certificate along with 2 years Electrician certificate having 2 years relevant experience.	Up to 25 years	By promotion on the basis of seniority-cum-fitness from the holders of the post of Helper/NaibQasid who possess the qualification of initial recruitment and having 5 years' service in Class-IV cadre.
57.	Driver-Cum-Supervisor (BPS-08)	---	---	By promotion on the basis of seniority-cum-fitness from the holders of the post of Senior Driver having 15 years total service as Senior Driver (BPS-7).
58.	Senior Driver (BPS-07)	---	---	By promotion on the basis of seniority-cum-fitness from the holders of the post of Driver having 10 years' service as Driver (BPS-6)
59.	Welder Grade – I (BPS- 9)	<ul style="list-style-type: none"> • 2 Years Certificate form a Government Vocational Institute. • 4 years' Working Experience as X-Ray Welder 	Up to 35	By Initial recruitment

60.	Turner Miller (Mechanist) (BPS- 9)	<ul style="list-style-type: none"> • 2 Years Certificate form a Government Vocational Institute. • 5 years Working Experience as a Turner or Miller in any Industrial Plant. 	up to 35 years.	By Initial recruitment
61.	Crane Operator (BPS-9)	Matriculate with five years experience of Working as a Crane Operator in any Industry or Power Plant	up to 35 years	By Initial recruitment
62.	Store Keeper (General) (BPS-07)	Higher Secondary School Certificate or equivalent in 2 nd division from a recognized Board.	Up to 28 years	By Initial recruitment
63.	Lineman (Grade-I) (BPS-07)	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Lineman (Grade-II) with 05 years' service as such.
64.	ASA Technical Helper (BPS- 6)	Matric (1st Division) in Science with at least 2 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	up to 30 years	By Initial recruitment
65.	Driver (BPS-06)	Middle pass with LTV or HTV Driving License.	Up to 40 years	By initial recruitment
66.	Security Guard (BPS-06)	Secondary School Certificate in 2 nd Division retired from Army, police, FC etc.	Up to 40 years	By initial recruitment

67.	Telephone Operator (BPS-07)	Higher Secondary School Certificate with 02 years' experience in relevant field.	Up to 28 years	By initial recruitment
68.	Lift Technician (BPS-07)	Secondary School Certificate 2 nd Division with one-year certificate (Grade-III) in Mechanical or Electrical Technology from Trade Testing Board, with 02 years' experience of Lift Operation.	Up to 40 years	By initial recruitment
69.	Receptionist (BPS-07)	Higher Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board.	Up to 35 years	By initial recruitment
70.	Electrician (BPS-05)	Secondary School Certificate in 2 nd Division and 02 years certificate course in Electrical trade from a recognized Board with at least 2 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	Up to 28 years	<p>i. 20% by promotion on basis of seniority-cum-fitness, from amongst holders of the post of Helper of Ministerial-IV Cadre having passed SSC Examination with two years certificate course in electric trade from recognized Board 05 years' service as such; and</p> <p>ii. 80% by initial recruitment.</p>
71.	Lineman (Grade-II) (BPS-05)	Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board; and 02 years certificate in Electrical trade from a recognized institute with at least 2 years relevant experience in a Government, autonomous, semi-autonomous or private sector bodies at national or international level.	Up to 28 years	By initial recruitment
72.	Meter Reader (BPS-05)	Secondary School Certificate in 2 nd Division from a recognized Board	Up to 28 years	By initial recruitment

73.	Tracer (BPS-05)	Secondary School Certificate in 2 nd Division from a recognized Board	Up to 28 years	By initial recruitment
74.	Pump Operator (BPS 5)	Matric (2nd Division) in Science	up to 30 years	
75.	Dispatch Rider (BPS-04)	Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board; and possessing valid Driving License of Motor Cycle	Up to 40 years	By initial recruitment
76.	Khadim Masjid (BPS-4)	Sanad from Wifaqul Madris Or Hifz Certificate from Wifaqul Madris	Up to 40 years	By initial recruitment
77.	Naib Qasid (BPS-03)	Secondary School Certificate from a recognized Board	Up to 40 years	By initial recruitment
78.	Chowkidar (BPS-03)	Preferably literate.	Up to 40 years	By initial recruitment
79.	Mali (BPS-03)	Preferably literate.	Up to 40 years	By initial recruitment
80.	Sweeper (BPS-03)	Preferably literate.	Up to 40 years	By initial recruitment
85.	Cook (BPS-03)	Preferably literate.	Up to 40 years	By initial recruitment