



## FAISALABAD ELECTRIC SUPPLY COMPANY LIMITED

### EMPLOYMENT OPPORTUNITY

Faisalabad Electric Supply Company (FESCO) is a leading Public Utility Company dealing with the power sector and operates its business of distributing electricity serving more than 5.27 million customers in Eight (08) Districts of Punjab namely Faisalabad, Chiniot, Sargodha, Jhang, T.T. Singh, Khushab, Mianwali & Bhakkar.

Company is actively looking for the services of dynamic, pro-active, high caliber and change agent with corporate mindset professionals (Male/Female) against following C-level positions:-

Ser.	Nomenclature of Post	Qualification / Experience	No. of Posts
	Chief Human Resource and Career Planning Officer	<ul style="list-style-type: none"> <li>● 16-year Degree MBA/ MS preferably in Human Resources or a related field from a local / foreign university recognized by HEC.</li> <li>● Post Qualification relevant experience minimum of 15 years.</li> <li>● Certification / courses in HR from institutions of high repute (national/international) will be a strong plus.</li> <li>● Excellent verbal and written communication skills.</li> <li>● The candidate must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.</li> </ul>	01
2	Chief Legal Officer	<ul style="list-style-type: none"> <li>● 16-year degree: LL.B. / LL.M. / Barrister at Law.</li> <li>● Post Qualification relevant experience minimum of 15 years.</li> <li>● Licensed advocate of the High Court.</li> <li>● Strong background in corporate, commercial law, and contract negotiations preferably related to the power sector at national and international level.</li> <li>● Exposure of work with Government and Regulatory Authorities.</li> <li>● Excellent verbal and written communication skills.</li> <li>● The candidate must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.</li> </ul>	01
3	Chief Commercial Advisor	<ul style="list-style-type: none"> <li>● 16-year Degree in finance, business administration, or related field from a local/foreign university recognized by the Higher Education Commission.</li> <li>● Post Qualification relevant experience minimum of 15 years.</li> <li>● Proven experience in sales and client relationship management.</li> <li>● Strong experience in market research and analysis.</li> <li>● Excellent verbal and written communication skills.</li> <li>● The candidate must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.</li> </ul>	01
4	Chief Technical/ Engineering Advisor	<ul style="list-style-type: none"> <li>● 16-year Degree in electrical engineering or a related field from a local/foreign university recognized by the Higher Education Commission.</li> <li>● Post Qualification relevant experience minimum of 15 years.</li> <li>● Excellent verbal and written communication skills.</li> <li>● The candidate must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.</li> </ul>	01
5	Chief Information Technology Officer	<ul style="list-style-type: none"> <li>● 16-year degree (master's preferred) in information systems, computer science, engineering or related field from HEC-recognized local/foreign university.</li> <li>● Post Qualification relevant experience minimum of 15 years.</li> <li>● Broad knowledge of information systems including software, languages, frameworks, techniques, and industry trends.</li> <li>● Experience in leading complex, major changes and initiatives, demonstrated skills in change management on an organizational and inter-personal level; experience with integrating teams across multiple business units and managing a geographically dispersed and diverse work force.</li> <li>● Experience in designing and effective information governance framework across the spectrum of IT service delivery.</li> <li>● Excellent verbal and written communication skills.</li> <li>● The candidate must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.</li> </ul>	
6	Chief Supply Chain Management Officer	<ul style="list-style-type: none"> <li>● 16-year Degree MBA/ MS in Supply Chain/Operations Research or in a related field from a local/ foreign university recognized by HEC</li> <li>● Certifications/courses on supply chain management from institutions of high repute (national/ international) will be a strong plus</li> <li>● Post Qualification relevant experience minimum of 15 years</li> <li>● Excellent verbal and written communication skills</li> <li>● Broad knowledge and experience of supply chain and procurement practice and related tools preferably related to the power sector</li> </ul>	01

		<p>The knowledge and experience of supply chain and procurement practice and related tools preferably related to the power sector</p> <ul style="list-style-type: none"> <li>● The candidate must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.</li> </ul>	
7	Company Secretary	<ul style="list-style-type: none"> <li>● Member of recognized body of professional accountants; or</li> <li>● Member of recognized body of corporate chartered secretaries; or</li> <li>● Person holding a 16 years degree in Business Administration or Commerce or Law Graduate from a University recognized by HEC with at least ten (10) years of relevant experience in Government Department / Semi-Government Organizations / Corporation / Autonomous bodies or large Commercial Organizations or large Public Limited Companies or reputed.</li> <li>● Excellent verbal and written communication skills.</li> <li>● The candidate must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.</li> </ul>	01
8	Chief Financial Officer	<ul style="list-style-type: none"> <li>● 16-year Degree in relevant subject(s) (such as MBA (Finance), ACA, ACCA, ACMA or CFA) from HEC-recognized local/foreign university</li> <li>● Post Qualification relevant experience minimum of 15 years</li> <li>● Membership of a recognized body of professional accountants/financial experts</li> <li>● Broad knowledge and experience of finance, investments and treasury operations, etc.</li> <li>● Excellent verbal and written communication skills</li> <li>● The candidate must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.</li> </ul>	01
9	Chief Internal Auditor	<ul style="list-style-type: none"> <li>● Membership of a recognized body of professional accountants or certified internal auditor or certified fraud examiner or certified internal control Officer or 16 years Degree in Finance from a local / foreign University recognized by the Higher Education Commission (HEC).</li> <li>● At least 10 years of relevant audit experience.</li> <li>● Thorough understanding of GAAP and internal audit standards for the power sector at national and international level.</li> <li>● Strong working knowledge of data analysis software(s).</li> <li>● Excellent verbal and written communication skills.</li> <li>● The candidate must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.</li> </ul>	01

**REMUNERATION, TENURE AND AGE LIMIT:**

1. The positions carry pay / salary & perks as per BOD approved policy.
2. Maximum age should not be more than 55 years as on closing date.
3. The positions will be filled on contract basis, initially for a period of two (02) years from the date of appointment with six (06) months probation period. The contract is further extendable by the Board for a period of three (03) years maximum subjected to satisfactory performance on the basis of performance appraisal / achievement of KPIs.
4. The contract service shall neither be regularized nor pensionable at any stage in future under the Government Rules.

**OTHER CONDITIONS / INSTRUCTIONS:**

1. The applications must reach within **Fifteen (15) days** from the date of publication of this advertisement.
2. Application incomplete in any respect or received after due date will not be entertained and no claim whatsoever thereof will be acceptable.
3. The candidates already working in Govt./Semi Govt./ Autonomous Public Organizations can also apply through proper channel along with NOC of their department issued on its Letter Head.
4. In case a Govt. Servant is selected through this competitive process, he / she either resign from his / her service or seek early retirement from his / her parent organization before joining FESCO.
5. No candidate shall be appointed against these posts on deputation or lien in any case.
6. Candidates shall be required to produce all original documents at the time of interview.
7. FESCO reserves the right to withhold / cancel the entire recruitment process at any stage without assigning any reason.
8. Only short-listed candidates will be invited for interviews / selection process.
9. No TA/DA will be admissible for interview / selection process.

**HOW TO APPLY:**

Applications will be submitted online through FESCO website ([www.fesco.com.pk](http://www.fesco.com.pk)). The prescribed application form (which can be downloadable from FESCO website) duly signed by the candidate along with following documents should be dispatched through courier at the below mentioned address:-

- a. Copy of detailed CV with updated career history.
- b. Copies of Degrees / Testimonials duly verified by the Higher Education Commission (HEC) or the professional body or association whichever is relevant.
- c. Copy of CNIC and recent photograph.
- d. A "Declaration" on Non Judicial stamp paper, duly signed by the applicant on the format available at the FESCO website that the candidate fulfils the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.

PID(L)3562

Director General (HR)

FESCO-854(2024)

Faisalabad Electric Supply Company (FESCO), West Canal Road,  
Abdullahpur, Faisalabad (041-9220247). For online submission: [www.fesco.com.pk](http://www.fesco.com.pk)