



SUKKUR ELECTRIC POWER COMPANY LTD.



CAREER OPPORTUNITIES

Sukkur Electric Power Company Limited (SEPCO) is a public sector power distribution company providing electricity to more than 0.8 million consumers in 10 districts of Northern Sindh. SEPCO is looking for the professionals for the following Sukkur-based C-Level Positions, who, besides meeting the eligibility criteria mentioned below, must also possess the knowledge and skills in accordance with the job descriptions available at the SEPCO's website <https://sepco.com.pk>:

Responsibilities, Skills, and Competencies:

The prospective candidate must

- Lead the department strategically to align objectives with organizational goals and drive innovation.
- Develop and implement policies ensuring compliance, risk management, and ethical standards.
- Build strong stakeholder relationships and provide clear, actionable communication and reports.
- Identify and mitigate risks while making sound decisions under pressure.
- Foster a high-performance culture by leading, mentoring, and managing teams effectively.
- Demonstrate expertise in the relevant field, staying adaptable to industry trends and challenges.

S.No.	Name of Post	Eligibility Criteria
1	Chief Internal Auditor	<ul style="list-style-type: none"> • A member of a recognized body of a professional accountants having qualification of CA/CPA/ACMA/ACCA/MBA(Finance) from reputed local or international University / Institute with at least five years relevant experience, in auditing and risk management, designing of internal control procedures, effective compliance or financial reliability in public / private sector with understanding of governance, risks and risks controls especially in SOEs or public sector projects.
2	Chief Legal Officer	<ul style="list-style-type: none"> • A person holding Master qualification (sixteen years' education) in Law or equivalent from a University / Institute recognized by the Higher Education Commission with at least fifteen years of relevant experience. • Licensed advocate of the High Court. • Experience must be post-qualification as practicing Lawyer with a focus on corporate law, commercial transactions / contract, rules / law making, and tendering advice / opinions etc. in Energy / Power sector. • Experience in senior legal leadership role such as Senior Counsel or Chief Legal Officer will be preferred. • Exposure of work with Government and Regulatory Authorities.
3	Chief Information and Communications Technology (ICT) Officer	<ul style="list-style-type: none"> • A person holding Master qualification (sixteen years' education) in computer science, information technology, software engineering or equivalent from a University / Institute recognized by the Higher Education Commission with at least fifteen years of relevant experience. • Broad knowledge of information systems including software, languages, frameworks, techniques, and industry trends. • 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 workforce. • Experience in designing and effective information governance framework across the spectrum of IT service delivery.
4	Company Secretary	<ul style="list-style-type: none"> • A member of a recognized body of professional accountants; or • A member of recognized body of corporate of chartered secretaries; or • A person holding a masters degree in Business or Finance or Commerce or Law from a University recognized by the Higher Education Commission with at least five years relevant experience.
5	Director General (MIRAD)	<ul style="list-style-type: none"> • Candidate should have a Bachelor degree in Engineering or Finance or Accounting or Law or Management Sciences from reputable HEC recognized universities. Master degree in Business Administration would be an added advantage. • Minimum 15-years of total experience including at least 10-years of experience in power or related sectors. The candidate should possess strong knowledge of the technical, commercial and financial matters of the utility business / power sector along with regulatory affairs, contract management and legal issues. • The candidate with sound knowledge/experience of competitive electricity markets will have added advantage. • The candidate must demonstrate leadership, excellent communication and interpersonal skills, team building and management experience of running new establishments at senior level from base. • The candidate must be able to independently handle the challenging situations of market identifying the best opportunities keeping in view interest of SEPCO.

AGE, TENURE & REMUNERATION

- Upper age limit is 55 years (on the closing date of the advertisement) with no age relaxation.
- The appointment shall be made on contract basis initially for a period of two years, which will be extendable with annual performance to be undertaken by the Board of Directors SEPCO.
- The selected candidates shall be offered Market-based competitive compensation and benefits in accordance with SEPCO (Contract Appointment on C-Level Positions) Regulations, 2024 and other relevant policies.

OTHER TERMS & CONDITIONS

- The experience possess to candidates must be post-qualification.
- The candidates must comply with the Fit and Proper Criteria as laid down in the State-Owned Enterprises (Governance and Operations) Act 2023, SOEs Policy-2023, and SOEs (C-Level Appointments) Guidelines, 2024.
- If any such employee is selected through competitive process, he/ she shall either resign from his/ her service or seek early retirement before joining. No deputation or lien shall be allowed in any case.
- The selected candidates shall be assigned quarterly targets with timelines and deliverables.
- The prospective candidate must be a Pakistani Citizens.
- Persons debarred or terminated or dismissed from any public department or company, especially power sector, on account of moral or financial turpitude during the last three years are not eligible to apply for these positions.
- In case of any false/ forged information provided in the application, SEPCO reserves the right to disqualify a candidate at any stage, and the cost incurred will be recovered from the applicant.
- Applicants having foreign qualification must furnish equivalence certificate of HEC.

INSTRUCTIONS:

Applications along with scanned copies of the following documents must be submitted online at SEPCO website www.sepco-jobs.pitc.com.pk, instead of any other email or couriers or mail, upto **11.02.2025**:

- o Copies of degrees/ testimonials, duly verified by the HEC or Professional Body etc.,
- o Detailed CV alongwith O2 passport size latest photographs
- o Attested copies of CNIC and experience certificate(s)/documents
- o A declaration on non-judicial stamp paper duly attested by the Oath Commissioner affirming, inter alia, that the applicant is not ineligible for post applied and comply the Fit and Proper Criteria as laid down in the State-Owned Enterprises (Governance and Operations) Act, 2023 / SOEs Policy-2023 / SOEs (C-Level Appointments) Guidelines, 2024 should be attached with application (available at SEPCO website).
- The interested employees of SEPCO, Government servants or employees of other Public Sector organizations must apply through proper channel alongwith departmental NOC.
- No applications will be accepted by hand.
- Candidate shall be required to produce / show all original documents including experience certificate at the time of interview.
- SEPCO is an equal opportunity employer / female candidates are equally encouraged to apply.
- Only shortlisted candidate will be called for interview/selection process for which no TA/DA shall be allowed.
- SEPCO reserves the right to cancel the whole recruitment process at any stage without assigning any reason.

PID (H)266/24

Human Resource & Admin Director

SEPCO Headquarter, Admin: Building, Thermal Power Station, Sukkur.

Phone: 071-5620078