



JOB OPPORTUNITIES

Applications are invited from Pakistani Nationals for the following posts on a contractual basis (for external applicants) / permanent basis (for internal applicants) at the Pakistan Institute of Development Economics (PIDE), Islamabad:

Sr. #	DESIGNATION	SCALE (BPS)
1.	Director (Policy)	BPS 21
2.	Chief (Policy)	BPS 20
3.	Deputy Chief (Policy)	BPS 19
4.	Assistant Chief (Policy)	BPS 18

The prescribed qualification/criteria are available at the PIDE website: <https://pide.org.pk/jobs-at-pide/>

Online applications may be submitted through PIDE's website within 15 days of the publication of this advertisement. No hard copy is required at this stage.

Registrar

Pakistan Institute of Development Economics (PIDE)
POST BOX 1091, ISLAMABAD
Tel: 051-9248051

RECRUITMENT CRITERIA

The role of '*Policy Managers*' (listed above) at the Institute is to lead policy-oriented research activities, shape policy debate and bridge the research-policy gap through effective policy dialogue, advocacy, engagements and outreach. Following are the **KEY FUNCTIONS** of policy managers:

- To generate policy debate and set narratives on pertaining economic/public policy issues in line with the research agenda and based on the research produced at the Institute.
 - To promote engagements and collaborations with the government entities, development partners, think tanks, academia, influencers, leaders of the public and private/non-government sector, and other stakeholders to inform public policy decisions.
 - To work closely with various government entities, engage in discussions on various policy matters, and advise actionable policy options to revisit/formulate the future policy agenda.
 - To establish research/knowledge network in the country through extensive collaborations and effective network management at national and sub-national levels.
 - To organise series of lectures, consultations, workshops, webinars/seminars, roundtable discussions, and/or conferences on pertaining economic/public policy issues in collaboration with government entities, local universities development partners and think tanks.
 - To plan and organise series of trainings for policymakers, practitioners, professionals, civil officers (early career, mid-career and senior level), university students and others at the Institute and at other venues across Pakistan.
 - To lead and manage research projects and produce policy-oriented research informing government and other stakeholders through means of effective communication.
 - To bridge the research-policy gap in the country through frequent interactions and effective presentation, communications, and inter-personal means.
 - To lead the media & outreach strategy in collaboration with the media team of the Institute for effective communication and dissemination of the work produced at the Institute. This is to ensure high-quality information and visibility of research activities to the mass media and relevant stakeholders.
 - To represent the Institute at different international and domestic policy forums and engage with stakeholders in policy dialogue advocating the evidence-based perspectives of the Institute.
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1. DIRECTOR (POLICY) BPS 21

QUALIFICATION/EXPERIENCE

- i. A PhD in Economics, Public Finance, Public Policy, Social Policy, Demography, Public Administration, Public Sector Management, Development Studies or related field from an HEC recognized national or foreign university.

- ii. 20 years of distinguished career (including 10 years post qualification experience) in recognized national or international economics/public policy research, teaching, training, policy, and/or development sector institution. The candidate must have seven years' experience in BPS 20 or equivalent.

CORE COMPETENCIES

- iii. Should have leadership experience and ability to manage policy research, lead projects, generate policy debate on pertaining issues, extend collaborations, and coordinate extensive research and policy engagements.
 - iv. Should have distinguished record of expertise in economic/public policy analysis, training and project management. Should have demonstrated experience in research management, policy engagements, collaborations and media & outreach management.
 - v. The candidate should have led at least two significant research projects as Principal Investigator/Team Lead/Project Director in last seven years. Significant means (a) the project was conducted at national level that generated policy debate and/or made impact in economics and/or public policy circles in Pakistan; and (b) policy areas of the research projects should be directly related to the PIDE's research agenda. The public policy value and relevance of the projects will be evaluated by the external reviewers.
 - vi. Strong writing, presentation, communication, inter-personal, and network management skills are essential. Proven record of experience in project management, office administration/management, and trainings will be considered valuable.
 - vii. Research work such as conference papers, journal articles, policy papers, working papers, book chapters, edited/authored books, research reports and/or research assignments completed for the Institute will be considered valuable.
 - viii. Opinion of two external reviewers will be sought to evaluate the merits of his/her candidacy. (*The referees for such purposes will be appointed by the head of the Institute; at least one international and one national referee from research/academic institute*) AND in case of promotion, Institute's performance evaluation reports of recent years will also be taken into consideration.
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2. CHIEF (POLICY) BPS 20

QUALIFICATION/EXPERIENCE

- i. A PhD in Economics, Public Finance, Public Policy, Social Policy, Demography, Public Administration, Public Sector Management, Development Studies or related field from an HEC recognized national or foreign university.
- ii. 12 years of distinguished career (including five years post qualification experience) in recognized national or international economics/public policy research, teaching, training, policy, and/or development sector institution. The candidate must have five years' experience in BPS 19 or equivalent.

CORE COMPETENCIES

- iii. Should have leadership experience and ability to manage policy research, lead projects, generate policy debate on pertaining issues, extend collaborations, and coordinate extensive research and policy engagements.
 - iv. Should have distinguished record of expertise in economic/public policy analysis, training and project management. Should have demonstrated experience in research management, policy engagements, collaborations and media & outreach management.
 - v. The candidate should have led at least one significant research project as Principal Investigator/Team Lead/Project Director in the last five years. Significant means (a) the project was conducted at national level that generated policy debate and/or made impact in economics and/or public policy circles in Pakistan; and (b) policy areas of the research projects should be directly related to the PIDE's research agenda. The public policy value and relevance of the projects will be evaluated by the external reviewers.
 - vi. Research work such as conference papers, journal articles, policy papers, working papers, book chapters, edited/authored books, research reports and/or research assignments completed for the Institute will be considered valuable.
 - vii. Opinion of two external reviewers will be sought to evaluate the merits of his/her candidacy. *(The referees for such purposes will be appointed by the head of the Institute; at least one international and one national referee from research/academic institute)* AND in case of promotion, the Institute's performance evaluation reports of recent years will be also taken into consideration.
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3. DEPUTY CHIEF (POLICY) BPS 19

QUALIFICATION/EXPERIENCE

- i. A PhD from an HEC recognized national or foreign university OR an MA/MSc (18 years of education)/All but Dissertation (ABD) status from a foreign university OR an MPhil from a national HEC recognized university in Economics, Public Finance, Public Policy, Social Policy, Development Studies, Demography, Public Sector Management, Development Studies or in related field.
- ii. Five years of distinguished career in a recognized national or international economics/public policy research, teaching, training, policy, and/or development sector institution.
 - a. A maximum of three years relaxation in experience can be given to the candidate with PhD degree AND/OR a maximum of two years relaxation in experience can be given to an outstanding candidate.

CORE COMPETENCIES

- iii. Expertise in economic/public policy analysis, training and project management, research management, policy engagements, collaborations and mass media management are desirable.
- iv. Strong writing, presentation, communication and inter-personal skills are essential. Proven record of effective communication and coordination of policy engagements would be considered valuable.

- v. Research work such as conference papers, journal articles, policy papers, working papers, book chapters, edited/authored books, research reports and/or research assignments completed for the Institute will be considered valuable.
 - vi. In case of new selection, the candidate will be asked to submit two (classified/sealed) reference letters along with the application; one each from an academic background and professional background. OR In case of promotion, Institute's performance evaluation reports of recent years will be taken into consideration.
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4. ASSISTANT CHIEF (POLICY) BPS 18

QUALIFICATION

- i. An MA/MSc (18 years of education)/All but Dissertation (ABD) status from a foreign university OR an MPhil from a national HEC recognized university in Economics, Public Finance, Public Policy, Social Policy, Development Studies, Demography, Public Sector Management, Development Studies or in related field.

CORE COMPETENCIES

- ii. The candidate should have adequate knowledge and skills in planning and conducting policy research. Strong writing, presentation, communication and inter-personal skills are essential.
 - iii. Work experience with national or international economics/public policy research, teaching, training, policy, and/or development sector institution would be considered valuable.
 - iv. In case of new selection, the candidate will be asked to submit two (classified/sealed) reference letters along with the application; at least one from an academic background. OR In case of promotion, Institute's performance evaluation reports of recent years will be taken into consideration.
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CONDITIONS

1. Applicants are required to be submitted online through PIDE's website.
2. Applicants already working in Government/Semi-Government Organizations /Autonomous Bodies should provide NOC and submit service certificate issued by their present and former employers, if called for interview. Advance copies of online applications are acceptable.
3. Incomplete applications will not be entertained.
4. Decision of the Institute shall remain binding in all cases.
5. Only short-listed candidates will be called for test and/or interview, as the case may be.
6. The Institute reserves the right not to fill any post/withhold the appointment against any advertised post or accept/reject any application without assigning a reason.

Registrar

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