



**GOVERNMENT OF THE PUNJAB
SPECIALIZED HEALTHCARE &
MEDICAL EDUCATION DEPARTMENT**

PROGRAM IMPLEMENTATION UNIT (PIU)

Applications are invited for the following vacant positions for the Project Implementation Unit (PIU) under the project titled as "Capacity Building for Nursing and Allied Health Professionals" on contract basis for a period defined below against each position.

Sr.	Position Title	No. of Posts	PPS	Contract Period	Required Qualifications, age, and experience
1.	Program Director	1	Up to PPS 12	5 years linked with annual performance based renewal	<ul style="list-style-type: none"> (i) Master's degree in Public Health, Health Management, Business Administration / Management, Project management, Public Policy, Public Administration, or Management Science; a doctorate or equivalent would be an advantage; (ii) The applicant must be below the age of 62 when applying (iii) At least 15 years of experience in managing large-scale health or education programs. Experience of working in health programs with an international development partner shall be preferred. (iv) Demonstrated leadership experience in institutional reform or health workforce development; (v) Proven ability to lead multi-disciplinary teams, manage large budgets, and interact with senior government and donor representatives; and (vi) Strong familiarity with ADB or other multilateral development bank procedures and results-based financing modalities is preferred.
2.	Deputy Program Director	1	Up to PPS 11	5 years linked with annual performance based renewal	<ul style="list-style-type: none"> (vii) Master's degree in Public Health, Project Management, Health Management, Public Administration, Business Administration / Management, Public Policy, Management Science, or Development Studies; a doctorate or equivalent would be an advantage; (viii) Project Management certification is preferred; (ix) Experience of working in health programs with an international development partner shall be preferred. (x) The applicant must be below the age of 62 when applying (xi) At least 10 years of progressively responsible experience in managing large-scale health or education programs; (xii) Demonstrated leadership experience in institutional reform or health workforce development; (xiii) Proven ability to lead multi-disciplinary teams, manage large budgets, and interact with senior government and donor representatives; and (xiv) Strong familiarity with government processes and procedures.
3.	Admin Coordinator	1	Up to PPS 10	5 years linked with annual performance based renewal	<ul style="list-style-type: none"> (i) Master's degree in Business Economics, Business Administration, Public Administration, or related field; (ii) The applicant must be below the age of 45 when applying (iii) At least 5 years of experience in office or project administration in a government or donor-funded environment; (iv) Familiarity with administrative rules of the Government of Punjab and/or ADB projects is desirable; (v) Strong organizational, coordination, and interpersonal skills; and (vi) Proficiency in MS Office Suite and office communication tools.
4.	Digital Infrastructure Specialist	1	Up to PPS 10	Intermittent 3 years linked with annual performance based renewal	<ul style="list-style-type: none"> (i) Postgraduate degree in Computer Science, Information Technology, ICT for Development, or a related field. Professional development certifications in ICT/digital technologies will be considered. (ii) The applicant must be below the age of 50 when applying (iii) Minimum 10 years of experience in digital systems design and deployment in large-scale organizations, preferably in the education or public health sectors. (iv) Experience with LMS, HRMIS, ERP and institutional digital transformation. (v) Familiarity with government ICT policies, data governance frameworks, and ADB-financed project environments is preferred. (vi) Strong project management and vendor coordination skills.
5.	Environment & Climate Change Specialist	1	UP to PPS 10	Intermittent 1 year linked with performance based renewal	<ul style="list-style-type: none"> (i) Master's degree or higher in Environmental Sciences, Environmental Engineering, or a related discipline. (ii) The applicant must be below the age of 50 when applying (iii) Minimum of 10 years of experience in environmental safeguards and compliance, particularly on donor-funded infrastructure projects. (iv) Familiarity with ADB's Safeguard Policy Statement (2009) and Pakistan's environmental regulatory framework. (v) Demonstrated ability to coordinate environmental assessments, prepare EMRs, and supervise EMP implementation. (vi) Strong communication and report writing skills. (vii) Experience with green building standards and energy-efficient design is an advantage.
6.	Financial Management Specialist	1	Up to PPS 10	5 years linked with annual performance based renewal	<ul style="list-style-type: none"> (i) Master's degree in Accounting, Finance, Public Financial Management, or related field. (ii) Professional certification such as CA, ACCA, CPA, or equivalent preferred. (iii) The applicant must be below the age of 50 when applying (iv) Minimum 10 years of experience in public financial management, with at least 5 years working on donor-financed projects, preferably ADB or World Bank-supported. (v) In-depth knowledge of government budgeting, fund flow, and accounting systems in Pakistan. (vi) Demonstrated experience with ADB disbursement procedures, financial reporting, and audit processes under RBL or similar modalities. (vii) Strong skills in using accounting and financial software and tools, including Excel and ERP platforms.
7.	Gender Specialist	1	Up to PPS 10	Intermittent 1 year linked with performance based renewal	<ul style="list-style-type: none"> (i) Master's degree in Gender Studies, Development Studies, Sociology, or related field (ii) The applicant must be below the age of 50 when applying (iii) At least 10 years of experience in gender mainstreaming within large-scale organizations, development programs, preferably in health or education (iv) Familiarity with ADB's gender classifications and operational requirements (GEN, EGM, etc.) (v) Demonstrated knowledge of SEAH policies and institutional safeguards (vi) Proven experience in designing and monitoring Gender Action Plans (GAPs) (vii) Excellent communication, facilitation, and analytical skills; fluency in English and Urdu required
8.	HRH Specialist	1	Up to PPS 10	Intermittent 2 years linked with annual performance based renewal	<ul style="list-style-type: none"> (i) Master's degree or higher in Public Health, Human Resource Management, Health Systems, or related field. (ii) The applicant must be below the age of 50 when applying (iii) At least 10 years of professional experience in HRH reform, workforce planning, or systems strengthening in the public health or education sector. (iv) Demonstrated experience working with government institutions, preferably on donor-funded programs. (v) Familiarity with HRMIS, workforce databases, and health labour market analytics is highly desirable.
9.	Project Engineer	1	Up to PPS 11	Intermittent 3 years Linked with annual performance based renewal	<ul style="list-style-type: none"> (i) Bachelor's or Master's degree in Civil Engineering, Construction Management, or a related discipline. (ii) The applicant must be below the age of 50 when applying (iii) Minimum of 10 years of experience in infrastructure project design, supervision, and construction management preferably in the education or health sector. (iv) Familiarity with national building codes, safety regulations, and ADB or World Bank infrastructure guidelines. (v) Proven experience in managing large-scale public sector construction projects at senior positions. (vi) Excellent project management, coordination, and documentation skills. (vii) Registration with Pakistan Engineering Council (PEC) is preferred.
10.	Monitoring & Evaluation Specialist	1	Up to PPS 10	5 years linked with annual performance based renewal	<ul style="list-style-type: none"> (i) A Master's degree in Public Policy, Economics, Development Studies, Public Health, Education Planning, or a related discipline. (ii) The applicant must be below the age of 50 when applying (iii) At least 10 years of experience, preferably in monitoring and evaluation of large-scale human and social development sector programs, including donor-funded initiatives. (iv) Strong knowledge of results-based management, indicator design, and verification methodologies. (v) Experience with RBL modalities, DLI tracking, and use of digital M&E systems and dashboards will be considered an advantage. (vi) Excellent communication, report writing, and analytical skills. (vii) Familiarity with human and social development sector (i.e. Education and Health) data systems in Pakistan is desirable.
11.	Procurement and Contract Management Specialist	1	Up to PPS 10	5 years linked with annual performance based renewal	<ul style="list-style-type: none"> (i) A Master's Degree in Procurement, Engineering, Business Administration, or a related field. (ii) The applicant must be below the age of 50 when applying (iii) At least 10 years of procurement experience, preferably on ADB or World Bank-financed programs. (iv) Proven experience in managing procurement of large infrastructure projects, IT systems, and consulting services. (v) Familiarity with Pakistan's PPRA Rules, SPPRA procedures, and Punjab-specific procurement guidelines. (vi) Excellent drafting, negotiation, and communication skills. (vii) Proficient in MS Office and project management software; experience with ADB's Procurement Review System (PRS) is an asset.

12.	Procurement Assistant	1	Up to PPS 7	5 years linked with annual performance based renewal	(i) An Undergraduate and/or Master's degree in Procurement, Engineering, Business Administration, Law, or a related field. (ii) The applicant must be below the age of 45 when applying (iii) At least 5 years of procurement experience, with a minimum of 2 years on ADB or World Bank-financed programs. (iv) Familiarity with Pakistan's PPRA Rules, SPPRA procedures, and Punjab-specific procurement guidelines. (v) Excellent drafting, negotiation, and communication skills. (vi) Proficient in MS Office and project management software; experience with ADB's Procurement Review System (PRS) is an asset.
13.	Social Safeguards Specialist	1	Up to PPS 10	Intermittent 2 Years linked with annual performance based renewal	(i) A Postgraduate degree in Social Sciences, Sociology, Anthropology, Development Studies, or a related field (ii) The applicant must be below the age of 50 when applying (iii) At least 10 years of experience in social safeguards management, preferably on donor-funded infrastructure or education/health programs (iv) Strong familiarity with ADB's Safeguard Policy Statement (2009) and Government of Pakistan land acquisition and resettlement laws is preferred. (v) Demonstrated experience in preparing SDDRs, SSMRs, and managing grievance redress systems is preferred. (vi) Proven ability to coordinate with government agencies, local communities, and multidisciplinary teams is essential. (vii) Excellent writing and communication skills in English and Urdu; Punjabi language skills is desirable.
14.	Training Coordinator	2	Up to PPS 10	Intermittent 3 years linked with annual performance based renewal	(i) An Undergraduate and/or Master's degree in Nursing Education, Public Health, Health Administration, or related field. (ii) The applicant must be below the age of 50 when applying (iii) At least 10 years of experience managing training programs, preferably in the health or education sectors. (iv) Strong understanding of higher education systems, scholarship management, and academic program coordination. (v) Proven ability to coordinate across institutions, maintain training records, and ensure follow-up compliance. (vi) Experience working on donor-funded health or education projects will be an advantage.
15.	Specialist on Behavioral Change Communication	1	Up to PPS 10	5 years linked with annual performance based renewal	(i) Master's degree in Communication, Behavioral Sciences, Social Sciences, Public Health, Development Studies, or related discipline. (ii) At least 7-10 years of professional experience in behavioral change communication, Social & Behavior Change (SBC), or strategic communication. (iii) The applicant must be below the age of 50 when applying (iv) Proven experience in designing and implementing BCC strategies in education, health, or workforce development programs (v) Familiarity with ADB funded or other multilateral donor funded projects and government systems. (vi) Demonstrated experience in gender-responsive and socially inclusive communication programs. (vii) Strong analytical, writing, and presentation skills in English/Urdu (Knowledge of Punjab is an advantage)
16.	Specialist on Designing CPD Programs, Faculty Development and Scholarship Program for Nursing	1	Up to PPS 10	Intermittent 2 years linked with annual performance based renewal	(i) Master's or Doctorate in Nursing, Nursing Education, or related field (for example Health Profession's education) (ii) The applicant must be below the age of 50 when applying (iii) Minimum of 10 years of experience in academic nursing, international partnerships, or education reforms (iv) Deep understanding of global nursing education systems and exchange programs (v) Demonstrated experience in faculty training, development planning, or instructional design (vi) Excellent coordination, proposal writing, and stakeholder engagement skills
17.	Clinical Standards Specialist	1	Up to PPS 10	Intermittent 3 years linked with annual performance based renewal	(i) MScN, MBBS, preferably with higher qualification in Nursing Education, Public Health, or Healthcare Management. Additional certification in Clinical Standards, Quality Assurance, or Patient Safety is preferable (e.g., Certified Professional in Healthcare Quality – CPHQ) (ii) The applicant must be below the age of 50 when applying (iii) Minimum 10 years of experience in clinical settings and/or nursing education preferably international experience. (iv) Demonstrated expertise in developing or implementing clinical standards. (v) Strong coordination, training, and documentation skills.
18.	Simulation Lab Standards Specialist	1	Up to PPS 10	Intermittent 3 years linked with annual performance based renewal	(i) Master's degree or higher in Biomedical Engineering Nursing, Health Sciences, Medical Education, or Clinical Simulation or any relevant degree to the post. Certification in Healthcare Simulation (e.g., Certified Healthcare Simulation Educator –CHSE, CHSE-A) is preferred. (ii) The applicant must be below the age of 50 when applying (iii) At least 10 years of experience of working in simulation lab setups. (iv) Proven experience in setting up or managing simulation labs. (v) Strong instructional design and faculty development skills. (vi) Demonstrated experience in faculty training, development planning, or instructional design (vii) Excellent coordination, proposal writing, and stakeholder engagement skills
19.	Office Assistant	2		5 years linked with annual performance based renewal	(i) Bachelor's degree in Business Administration, Management, or related field. (ii) Minimum 2 years of relevant administrative experience. (iii) Proficiency in MS Office (Word, Excel, PowerPoint). (iv) Strong organizational and communication skills.
20.	Driver	3		5 years linked with annual performance based renewal	(i) Valid driving license for light vehicles. (ii) Minimum 3 years of professional driving experience. (iii) Knowledge of traffic laws and routes within Punjab. (iv) Basic knowledge of vehicle maintenance.
21.	Office Boy	3		5 years linked with annual performance based renewal	(i) Minimum Matriculation (Secondary School Certificate). (ii) Prior experience in office support roles preferred. (iii) Polite and cooperative attitude.
22.	Sweeper	2		5 years linked with annual performance based renewal	(i) Literate (basic reading and writing skills). (ii) Experience in janitorial services preferred. (iii) Physically fit and able to perform cleaning tasks.

General Terms and Conditions

- The above positions are being offered on a contract basis under the recruitment policy 2022 of the Government of Punjab.
- Transgender are eligible to apply.
- The general age relaxation as per Government of the Punjab, S&GAD Notification No. SOR-III(S&GAD)1-25/94(P) dated 29-11-2012,
- Candidates having domicile in the Punjab shall only be eligible to apply.
- **These vacancies are purely post-specific, non-transferable & project-based and shall not be considered for regular.**
- No TA/DA will be admissible to the candidates for test/interview.
- Candidates already working in Government / Semi-Government shall apply through the proper channel.
- The maximum age of the candidates will be calculated with effect from the date of publication of this advertisement.
- Submission of fake documents or concealment of any fact will lead to disqualification of the candidature.
- Only the degree issued by the Board/University/Institute recognized by the HEC or reputed foreign university with HEC equivalence will be considered.
- Application along with detailed C.V, attested copies of degrees and certificates, experience certificates, copy of CNIC, Domicile, & recent passport size photograph may be submitted till **through registered courier 18th January, 2026** on address i.e. Additional Secretary (Development), Government of the Punjab, Specialized Healthcare & Medical Education Department, 11-A, Lawrence Road, Lahore.
- Applications submitted by hand shall not be entertained
- Only short-listed candidates will be called for an interview. The date and time of the interview will be communicated through post/email/call/SMS by the department.
- Complete original documents, along with a set of attested photocopies, will be provided at the time of the interview.
- Number of vacancies can be increased/decreased at any time without any notice.
- The Department reserves the right to reject any or all applications or cancel the whole recruitment process at any stage without assigning any reasons.
- The decision of the Department on all matters concerning recruitment, including eligibility/shortlisting/selection criteria, shall be the final.
- Women, Minority & Disabled (Special) person quota will be observed as per government policy.

Additional Secretary (Development) IPL-112
Specialized Healthcare & Medical Education Department