



Human Resources and Organizational Development Expert

Public Private Partnership Authority (P3A) is a leading Federal entity, dedicated to fostering collaboration between the public and private sectors for sustainable development and economic growth. P3A requires services of a top-quality professional to advise on human resources and organizational development. The scope of work will include advisory work on refining P3A's organizational strategy as well as developing and implementing effective human resources policies and frameworks.

Interested candidates are required to submit the **online Application Form** and upload their **CV/Resume in PDF** by clicking on the **"Apply online"** link for **Human Resources and Organizational Development Expert**.

Deadline for Submission

The deadline for submission of online Application February 16, 2025, 11:59 PM (PST).

Minimum Eligibility Criteria

- A postgraduate degree or professional qualification in relevant fields (e.g., MBA, HRM, or equivalent) from a local or foreign institution recognized by the Higher Education Commission (HEC) is required. Graduates from top-ranked global universities/institutions will be given preference.
- At least 10 years professional work experience in HR and organizational development.
- Demonstrated experience in designing and implementing HR policies, talent acquisition strategies, and organizational transformation initiatives.
- Proven track record of working with public/private sector organizations, including experience with federal-level entities in Pakistan or internationally.
- Strong understanding of P3A's mandate and functions, especially in terms of its HR and organizational development requirements.

Terms of Reference

The expert will be expected to undertake the following tasks:

- a. Conduct a comprehensive review of P3A's existing human resource regulations, organizational frameworks, and related documentation, and provide actionable feedback.
- b. Propose and implement changes in the organizational structure (organogram) to ensure alignment with P3A's mandate and strategic objectives, optimizing efficiency and effectiveness.
- c. Develop and refine recruitment strategies and processes to attract, retain, and develop top talent in line with P3A's evolving needs and mandate.
- d. Engage with relevant stakeholders at the federal level, including government agencies, HR experts, and development partners, to incorporate best practices and innovative approaches to HR and organizational development.
- e. Analyze market trends in HR and organizational development, benchmarking against regional/global successful HR models, and propose strategies aligned with these best practices.
- f. Design and deliver a comprehensive organizational development strategy, including capacity-building initiatives and succession planning frameworks, tailored to P3A's specific requirements.
- g. Any other task in connection with human resources and organizational development as may be assigned from time to time.

Additional Terms & Conditions

- Contract term 6 months (intermittent); extendable based on organizational need (subject to performance)
- Candidates must be able to attend work meetings in-person in P3A office on a regular basis
- Remuneration: Market competitive

P3A is an equal opportunity employer. It is committed to achieving workforce diversity. Women, individuals from minority groups, people from all provinces/regions of Pakistan, and persons with disabilities are equally encouraged to apply.

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