



GOVERNMENT OF SINDH
WATER SECTOR IMPROVEMENT PROJECT, PHASE-I (WSIP-I)
SINDH IRRIGATION AND DRAINAGE AUTHORITY



EXPRESSION OF INTEREST

The Government of Sindh with financial assistance of International Development Association has launched to start the Sindh Water Sector Improvement Project, Phase-I, which aims at improving the irrigation system in three Area Water Boards (AWBs) of Ghotki Feeder Canal, Nara Canal and Left Bank Canals, Badin. The Project will be implemented by the Government of Sindh through Sindh Irrigation and Drainage Authority (SIDA), Area Water Boards (AWBs) and Farmers Organization (FOs).

To manage the implementation of the above Project, SIDA requires the services of the eligible, motivated and dynamic professional candidates who fulfill the prescribed requirements and intends to work in the SIDA Secretariat on Contract Basis:

S.No	Position	Qualifications and Experience required
1)	General Manager Finance No. of Position 01 Fixed Salary P.M (Rs) 80,000	<ul style="list-style-type: none">Professional qualification in Accountancy (Chartered Accountant) Certificate Accountant or Cost and Management Accountant / MBA Finance.At least 10 years successful experience at senior management level in a major enterprise or parastatal entity of which, at least 05 years would have been in private sector.Should have knowledge of principles and practice of financial planning and control, techniques of accounting, financing and budget systems, computer accounting systems etc.Not less than 3 years experience in dealing with International Donor funded Projects.
2)	General Manager Operation No. of Position 01 Fixed Salary P.M (Rs) 60,000	<ul style="list-style-type: none">B.E Civil/Agriculture, Masters in (Water Recourse Management/Hydraulics/ Irrigation & Drainage / Agriculture), Engineering will be preferred.The Candidate should have at least 10 years progressively responsible professional experience in irrigation, drainage and flood protection facilities through participatory management, knowledge of planning, designing, supervision, contract management of projects in relevant fields, implementation of different projects in the sector, to demonstrate possession of the knowledge and abilities. He should monitor, plan and implement the operation and maintenance process of the irrigation, drainage and flood protection works.
3)	General Manager (Research & Development) No. of Position 01 Fixed Salary P.M (Rs) 60,000	<ul style="list-style-type: none">Masters in (Environment, Natural Resource Management, Hydraulics, Civil, Agriculture).At least 10 years experience in relevant field. Responsible for coordinating the Research and Development strategy for the improvement of efficiency of the irrigation and drainage system in Sindh, and ensure its sustainability, through establishment an appropriate policy environment and institutional framework, and strengthening capacity of sector institutions.Knowledge of:Principles and practices of R&D as applied to water management including irrigation, drainage and flood protectionR&D methodologiesFormulate, implement and update policies, studies and research programs for different issues of the irrigation, drainage and flood protection sector.Improving Sector Polices and Planning.Strengthening and technical foundations of knowledge base on Irrigation and Drainage, and Improve the Irrigation and Drainage infrastructure.Not less than 3 years experience in dealing with International Donor funded Projects.

4)	Senior Accounts Officer No. of Position 01 Fixed Salary P.M (Rs) 60,000	<ul style="list-style-type: none"> • ACA/ACCA/ACMA or MBA/M.Com (specialization major in Finance). • Accounts related minimum 05 years with reputed organization; more than 2 years experience in International Agency/ UN agency or WB funded project. Having full knowledge in financial management and donor's system project account • Should Knowledge Keep up-to-date Laws & Regulations affecting the financial operation.
5)	Project Management Planning Consultant No. of Position 01 Fixed Salary P.M (Rs) 50,000	<ul style="list-style-type: none"> • Masters (Water Resource Management / Irrigation and Drainage Engineering / Hydraulics/ Project Management Engineering. • At least 10 Years of relevant experience in project planning, preparation appraisal, designing and management of Water resources projects. • Should have knowledge of procurement procedures and contract management.
6)	Communication Specialist No. of Position 01 Fixed Salary P.M (Rs) 40,000	<ul style="list-style-type: none"> • Master's Degree with major course in Mass Communication / Public Relations or business Administration. • At least 7 years experience in relevant fields to deal with information and communication programs to the public, print and electronic media.
7)	Hydrologist No. of Position 01 Fixed Salary P.M (Rs) 40,000	<ul style="list-style-type: none"> • Masters degree in Hydrology/ Water Resources. • At least 05 years experience in related field. The applicant with previous experience of irrigation and environmental projects would be preferred. He/ She will be responsible for hydrological and water resources aspects of the irrigation and drainage sector. Can develop programme for flow routing and work out on the water quality monitoring and mitigation strategies
8)	Secretary, SIDA No. of Position 01 Fixed Salary P.M (Rs) 30,000	<ul style="list-style-type: none"> • Masters Degree in Social Sciences /MBA/ MPA. Degree in Law is preferable. • At least 05 years experience in relevant field, specifically coordination activities among the wings, assisting/arranging meetings of the Boards, drafting reports and preparing minutes of the meetings of the board and its subcommittees, assisting in legal aspects of organization, administration of public/private organizations, including security and safety maintenance, transport, record keeping, assets management and coordinating activities among the wings of SIDA as well as legal aspects.
9)	Manager (Revenue) No. of Position 01 Fixed Salary P.M (Rs) 30,000	<ul style="list-style-type: none"> • Masters. LLB will be counted as additional qualification. • 10 years relevant experience in field of revenue, crop assessment and Abiana Recovery.
10)	Manager Finance No. of Position 01 Fixed Salary P.M (Rs) 30,000	<ul style="list-style-type: none"> • MBA Finance / M.Com. • At least 05 years relevant experience.
11)	Procurement Analyst No. of Position 01 Fixed Salary P.M (Rs) 25,000	<ul style="list-style-type: none"> • Graduate in Engineering. • At least 05 years experience of having full knowledge of principles of procurement works, goods and services of donors as well as public sector development projects and modern office practices, procedures and methods. • Should have experience in analyzing the B&Q and work estimates as well as contract management. • Not less than 3 years experience in dealing with International Donor funded Projects.

12)	Assistant Director Engineering No. of Positions 03 Fixed Salary P.M (Rs) 25,000	<ul style="list-style-type: none"> • B. E. Civil. • At least 3 years experience in Planning, Management reviewing the allocated operational activities and provided professional staff assistance. Preference will be given to candidates having full knowledge of planning, designing, supervision, contract management and coordinating the project implementing project activities.
13)	Environmental Specialist No. of Positions 01 Fixed Salary P.M (Rs) 40,000	<ul style="list-style-type: none"> • 04 years Bachelor degree in Environment, Master degree in Environmental Engineering / Sciences, Engineering will be preferred. • At least 5 years experience in environmental management field particularly in water sector. • Having full knowledge of identification of environmental Issues, preparation of environmental management plan, environmental impact assessment of potential environmental impacts
14)	Legal Advisor Part Time hours engagement No. of Position 01 Fee for cases negotiable. Managing Director is final authority.	<ul style="list-style-type: none"> • LLB preferably of Masters in Law/Social Sciences. • At least 10 year experience in practicing Lawyer in Superior Courts required assisting and providing legal support to SIDA on all legal matters. • Not less than 3 years experience in dealing with International Donor funded Projects.
15)	GIS Specialist No. of Position 01 Fixed Salary P.M (Rs) 50,000	<ul style="list-style-type: none"> • Degree in Engineering preferably in civil with qualification in GIS. • At least 05 years relevant experience in Irrigation and Drainage.
16)	Admin & Logistic Officer No. of Position 01 Fixed Salary P.M (Rs) 50,000	<ul style="list-style-type: none"> • MBA / Masters in Administration Management. • At least 05 years relevant experience. • Should knowledge Modern principles, practices and techniques of office administration and organization, management and logistics methods and contemporary issues.
17)	PA to Project Director No. of Position 01 Fixed Salary P.M (Rs) 20,000	<ul style="list-style-type: none"> • Graduation preferably BBA • At least 03 years relevant experience • Office files management, scheduling, report writing etc. • Experience in typing/shorthand.
18)	Computer Programmer (GIS) No. of Position 01 Fixed Salary P.M (Rs) 15,000	<ul style="list-style-type: none"> • Graduate with Diploma in Computer Science & Diploma in GIS • At least 03 years relevant experience • Should be well conversant with various computer applications including programming, MS Word, Excel and simple statistical etc • Preparation of the database structure and data entry programme. • Ensuring regular entry of collected in the computer in a systematic manner to facilitate its analysis.
19)	Data Entry Operator No. of Position 01 Fixed Salary P.M (Rs) 15,000	<ul style="list-style-type: none"> • Graduate with experience of Computer Data Handling/Diploma in IT. • At least 03 years relevant experience. • Should be well conversant with various computer applications including MS Word, Excel and simple statistical • Preparation of the database structure and data entry programme. • Ensuring regular entry of collected in the computer in a systematic manner to facilitate its analysis. • Maintenance and upkeep of computer and accessories including anti-virus protection.
20)	Digitizer/Technician No. of Position 01 Fixed Salary P.M (Rs) 15,000	<ul style="list-style-type: none"> • DAE in Electrical/Mechanical/Civil • At least 03 years relevant experience. • Should have knowledge of existing paper maps and capable of converting it into GIS & CAD format by screening digitizing. • Developed Techniques for conversion of Map projection. • Updates, cleaning, preserving the map warehouse.

21)	Assistant No. of Positions 02 Fixed Salary P.M (Rs) 10,000	<ul style="list-style-type: none"> • Graduation with 02 years experience in relevant field i.e. office management /administration.
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Other information:

- All above positions will be filled in on contract basis initially for 03 years period extendable for project period / 5 years based on the performance.
- Age for all positions will be preferably 55 years, however age can be relaxed for SIDA and Area Water Boards staff
- Should be Computer literate and knowledge of e-mail and internet.
- Proficiency in English and good communication skills and report writing is essential.
- At least Second Division Degree in education career.
- Should have knowledge of procurement procedure of government as well as International Donors.
- Other terms and conditions will be mentioned in the offer letter and Service Contracts.
- No TA/DA will be given for test / interview or joining.
- Candidates already working in Government Departments or Project employees should send their CVs through their present employer.
- Only Short-listed Candidates will be called for test / interviews.
- Only Candidates domiciled in Sindh Province will be eligible.
- Other details (TORs of each position) may also be visited on SIDA website: www.sida.org.pk.
- Candidates possessing above qualification and experience as required may send their CVs only on the following address on or before **15 days** of the publication of this E.O.I. Applications can also be sent via E-Mail.

Note

1. The process for selection of suitable candidates project staff will be carried out in transparent manner through Project Management Consultant/Procurement Agent (PMC/A) appointed by Govt. of Sindh under the project with all clearances necessary from the approving authority.
2. Name of the post applied for, should be mentioned on the left side of envelope and send separate application for each post.
3. Those who had applied earlier in SIDA for same positions may apply a fresh.

Office Manager
Project Management Consultant / Procurement Agent (PMC/A)
Project Coordination and Monitoring Unit (PCMU)
Water Sector Improvement Project (WSIP)

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