GOVERNMENT OF PAKISTAN
Ministry of Federal Education & Professional Training

VACANCY ANNOUNCEMENT

The vacancy advertisement for the post of Director General (MP-I), Pakistan Institute of Education (PIE) published on 23 August 2026 is hereby withdrawn ab initio. A fresh advertisement is being issued to ensure that the recruitment process is undertaken in accordance with guidelines of the applicable MP Scales Policy 2020, as amended from time to time and Finance Division's O.M dated 31.10.2023 and amendment thereof.

Candidates who applied in response to the earlier advertisement shall be required to submit a fresh application against this advertisement. Applications submitted against the earlier advertisement shall not be considered for the present recruitment process.

The appointment shall be made on contract basis, initially for a period of three (03) years, extendable subject to satisfactory performance and approval of the competent authority.

Name of Post	Pay Package	No. of Post
Director General, Pakistan Institute of Education (PIE)	MP-I	01

2. TORs (Job Description, Job Specification, deliverables with timelines) of the position and Shortlisting Criteria shall apply in case more than fifteen (15) eligible candidates' applications are received against the post. The details can be downloaded from the website of Ministry of Federal Education and Professional Training (www.mofept.gov.pk)

3. Qualified and eligible interested candidates should apply online through "National Job Portal" (http://njp.gov.pk/) within 15 days of the advertisement.

4. The terms and conditions as contained in MP Scales Policy, 2020 https://www.establishment.gov.pk/SiteImage/Misc/files/2024-08-15%20(1)%20correct.pdf as amended from time to time and Finance Division's O.M dated 31.10.2023 and amendment thereof (Revision of MP Scales), https://www.finance.gov.pk/circulars/circular_31102023.pdf shall apply.

5. Incomplete applications and those received after the closing date shall not be entertained. Only short-listed candidates fulfilling the laid down criteria will be called for interview. No TA/DA will be admissible.

6. Ministry of Federal Education and Professional Training reserves the right to cancel the recruitment process at any time without assigning any reason.

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Annex-I

TORs FOR MP POSITION

NAME OF THE POST: DIRECTOR GENERAL-Pakistan Institute of Education (MP-I)

1. Name of Ministry: FEDERAL EDUCATION AND PROFESSIONAL TRAINING, ISLAMABAD

2. Job Description of the position

- Provide visionary leadership and strategic direction for the Institute in alignment with national education priorities and emerging global trends.
- Lead the development and implementation of the Institute's strategic plans, policies, systems, and institutional reforms.
- Oversee education research, policy analysis, national assessments, data systems, and knowledge products to support evidence-based decision-making.
- Advise the Government on education policy, sector planning, learning outcomes, and reform initiatives.
- Foster a culture of excellence, innovation, accountability, and high performance across the Institute.
- Build and maintain strategic partnerships with federal and provincial governments, academia, development partners, civil society, and the private sector.
- Ensure effective governance, resource management, performance monitoring, and compliance with applicable laws, rules, and regulations.
- Represent the Institute at national and international forums and promote collaboration for strengthening Pakistan's education sector.
- Perform such other functions as may be assigned by the Federal Government or the Ministry of Federal Education and Professional Training.

3. Job Specification:

i. **Qualification:** Ph.D in Social Sciences/Management/Public Policy/ Administrative Sciences **or Numerical / Mathematical Sciences with Data Science** from a recognized national/international university OR Master's degree in Social Sciences/Management/Public Policy/ Administrative Sciences **or Numerical / Mathematical Sciences with Data Science** from a recognized national/international university.

ii. **Experience and Requisite expertise:** 07 years professional experience for candidates with a Ph.D or 09 years professional experience for candidates with a Master's degree. Experience of working in the education sector, track record of establishing/leading organizations (both public and private) and successful implementation of transformation process shall be preferred.

4. Age: Maximum 62 years, (Age will be calculated as on the closing date of receipt of applications).

5. Disqualification: No person shall be eligible for appointment who is disqualified or otherwise ineligible under the Management Position Scales (MP Scales) Policy, 2020, as amended from time to time, Finance Division's O.M. dated 31.10.2023 regarding Revision of MP Scales, or any other applicable Government rules, regulations or instructions.

6. Performance Targets and Indicators:

S.No.	Key Performance Indicator	Target/Timelines
1.	Effective implementation of PIE's strategic plan, institutional reforms and performance-management framework, resulting in improved institutional effectiveness.	Annual

2.	High-quality and policy-relevant research, policy analysis and collaborative studies produced on priority education-sector issues and utilized for evidence-based decision-making.	Annual
3.	Strengthened education data systems and national assessments, providing reliable and timely evidence on education performance, learning outcomes and sector trends.	Annual
4.	Timely and credible evidence-based advice provided to the Federal Government/Ministry for education policy, sector planning and reform initiatives.	Annual
5.	Effective collaboration established with federal, provincial and regional governments, academia, development partners, civil society and private sector to strengthen education research, policy and planning.	Annual
6.	Pakistan's participation in relevant international benchmarking strengthened, with findings translated into identified areas for improvement; education data, research and analytical products regularly disseminated to stakeholders.	Annual
7.	Effective governance, financial and human-resource management, monitoring, accountability and compliance mechanisms maintained to ensure transparent and high-performing institutional operations.	Annual

7. Deliverables & Time Lines:

S.No.	Deliverable	Time frame (from the date of contract)
1.	National Achievement Test conducted and results finalized.	Annual
2.	Foundational Learning Assessment conducted and results finalized.	Annual
3.	National Education Open Data Portal developed and operationalized.	Annual
4.	Provincial education databases horizontally integrated and vertically linked with the National Education Open Data Portal.	Annual
5.	Pakistan Education Statistics Report 2025–26 published.	Annual
6.	SDG-4 data/report compiled and submitted to the UNESCO Institute for Statistics within the prescribed timeline.	Annual
7.	Annual Public Financing Report prepared and published.	Annual

8. **Terms and Conditions:** Pay Package, Tenure, Leave, Eligibility of Government Servants, Termination of Contract, Monitoring & Evaluation, Governing Policy and Applicability of Rules and any other terms and conditions shall be governed by the Management Position Scales (MP Scales) Policy, 2020, as amended from time to time, and Finance Division's O.M. dated 31.10.2023 regarding Revision of MP Scales.

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GOVERNMENT OF PAKISTAN
MINISTRY OF FEDERAL EDUCATION & PROFESSIONAL TRAINING
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SHORTLISTING CRITERIA

For the Post of Director General, Pakistan Institute of Education (PIE), MP-I Scale

As the number of eligible applicants exceeds fifteen (15), the Scrutiny Committee shall undertake shortlisting in accordance with the applicable provisions of the MP Scales Policy, 2020, as amended from time to time on the basis of the following approved shortlisting criteria.

Criterion	Assessment
A. Relevant Academic Qualification local or Foreign	Marks based on latest QS World Rankings available on the closing date; where a relevant subject ranking is available, it may be considered in preference to the overall ranking. Local or Foreign qualification subject to HEC recognition/equivalence. **Top 500:** **i. Master's degree** **ii. Ph.D**
B. Relevant Professional Experience beyond the prescribed minimum	i. 5 to less than 10 years ii. 10 to less than 15 years iii. 15 to less than 20 years or more The following fields will be considered for experience purposes which includes education data/statistics; Teaching with educational research; policy; analysis; assessment; education planning/M&E; educational quality assurance; curriculum/learning assessment.
C. Leadership Experience HOD Organization/department)	i. 3 to less than 5 years ii. 5 to less than 10 years iii. 10 to less than 15 years or more
D. Research, Policy & Professional Contribution	i. **Policy/research contribution with demonstrable institutional or policy use:** Each documented output/contribution formally used, referenced or adopted by a Government department, public institution, international organization or recognized professional/academic body ii. **National/international professional recognition:** Each relevant fellowship, professional recognition or formal appointment to a national/international expert, technical or policy body iii. **Research Publication (Published in HEC recognized Journals):** 15 publications and / or 20 / more publications.

Note: Only substantive, relevant and verifiable research, policy and professional contributions shall be counted. Routine official reports, committee membership without documented substantive contribution, conference/seminar participation, and academic distinctions within a degree shall not qualify for marks. The same output or contribution shall not be counted more than once.

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