"ANNEX- A"

SELECTION CRITERIA

FOR THE POST OF CHIEF EXECUTIVE OFFICER, NATIONAL DISASTER RISK MANAGEMENT FUND (NDRMF)

Position	**Chief Executive Officer**
Qualification	• Minimum Master's degree (16 years of education) in one of the following disciplines from HEC recognized institution or a recognized professional body: Business Administration, Public Administration, Finance, Economics, Risk Management, Disaster Management, Environmental Sciences, Natural Resource Management, Insurance or Social Sciences. • Foreign Qualification (duly recognized by HEC) and Ph.D. in the relevant disciplines shall have an added advantage.

Experience	• Minimum 20 years of progressive, post-qualification professional experience,
	• At least 5 years' experience in a top leadership role (Chief Executive Officer / Managing Director / Director General) in a large scaled public sector enterprise, financial institution/fund or reputable private organization.
	• Must demonstrate:
	    o Direct experience in fund mobilization, management, donor financing or development finance, preferably in Disaster Risk Reduction (DRR), Disaster Risk Management (DRM), Climate Finance or Climate Change Adaptation / Mitigation.
	    o Proven track record of engagement with multilateral / bilateral donors (World Bank, Asian Development Bank, UN Agencies and other International Donors etc.)
	• Preference will be given to the candidates having International exposure in resource mobilization, fund management or development programs will be a distinct advantage.

Competencies	• **Strategic & Visionary Abilities:** Ability to define and communicate a clear long-term, short-term and yearly business plan with measurable key performance indicators. Proven skills in setting strategic goals aligned with organization's mission/ mandate. Capacity to anticipate industry trends, risks and opportunities etc. • **Resource Mobilization:** Demonstrated success in fundraising and mobilizing resources from International Development Partners, Donor Agencies and the Private Sector. • **Project & Operational Leadership:** Extensive experience in project planning, management, and execution within large and operationally intensive organizations. • **Fund & Resource Management:** Proven expertise in managing large funds, particularly in the areas of Disaster Risk Reduction (DRR), Disaster Risk Management (DRM), Climate Finance or Climate Change Adaptation / Mitigation. • **Donor Engagement:** Strong and verifiable relationships with international donor agencies and development partners. • **Results Orientation:** Strong and proven record of achieving measurable outcomes aligned with institutional mandates. • **Policy & Governance Knowledge:** Solid understanding of national / international development policies, SOE governance frameworks and financial compliances etc. • **Stakeholder Management:** Ability to negotiate and build alliances across government, private sector and international organizations. • **Leadership & Communication:** Established track record of strategic leadership, public representation, donor negotiations, organizational transformation and effective stakeholder communication. • **Strategic Partnerships:** Strong ability to establish and sustain effective partnerships with public/private institutions and donor agencies.
Age Limit	Maximum 62 years as of the closing date for applications.
Nationality	Applicants must be Pakistani citizens only. Holders of dual nationality are ineligible.
Term	Appointment shall be for a fixed, non-extendable term of three years only.
Salary	Market-based, negotiable salary package commensurate with qualifications and experience.

Others	• Appointment shall be made in accordance with the provisions of State-Owned Enterprises (Governance and Operations) Act, 2023, the State-Owned Enterprises (Ownership and Management) Policy, 2023 and the State-Owned Enterprises (C-Level Appointment) Guidelines, 2024. • Candidate must fully comply with the Fit & Proper Criteria given under Section 16 read with Schedule-IV of the SOEs Act, 2023.
Note: NDRMF is an equal opportunity employer. Female candidates are strongly encouraged to apply.	