

GOVERNMENT OF THE PUNJAB
AGRICULTURE DEPARTMENT

SITUATION VACANT

Applications are invited from eligible candidates **domiciled in Punjab** for recruitment on contract basis under the Punjab Resilient and Inclusive Agriculture Transformation (PRIAT) Project (2022-23 to 2026-27) (World Bank Financed) under Directorate General Agriculture (Water Management), Punjab.

Name of Post	Project Pay Scale	No. of Posts	Age limit/	Qualification, Experience and Eligibility
Deputy Project Director (Agriculture Value Chain)	11	01	Age limit: Maximum 55 Years Salary: Rs. 450,000 per month (with annual increment)	<ul style="list-style-type: none"> • Master's degree in Agriculture/ MBA/MPA/Supply Chain Management/Total Quality Management/Horticulture/Agri Marketing/Agri Business Development/Agriculture Value Chain/Agriculture Engineering with a minimum 2nd division. • Proven post qualification relevant experience of 12 years • Proven expertise in the implementation of processing, value addition, market integration, regenerative agriculture-related projects • Familiar with the project development & implementation policies and guidelines of donor/ World Bank and the government • Experience in preparing annual plan/ operational documents/ business plans and feasibility studies envisaging physical scope and financial implications for processing, value addition, market integration, regenerative agriculture machinery, etc. • Experience in working with growers, contractors, and service providers, farmer entrepreneur groups, individual farmers, service providers, etc. and identification of clusters vis-à-vis crops for processing & value addition • Sufficient experience in training & capacity building in operation, maintenance, and management of processing equipment/ machinery/ infrastructure for its sustainable operation

				<ul style="list-style-type: none"> • Ability to work with farmers/ farming community regarding agriculture value chain • Experience in attending and presenting in high-level project meetings • Experience in working in the donor-funded projects will be preferred • He will be responsible for implementing Component 2.1 of the project under the supervision of the PD.
Deputy Project Director (HEIS & Solar)	11	01	<p>Age limit: Maximum 60 Years</p> <p>Salary: Rs. 450,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Master's degree in Agricultural Engineering/ Water Engineering & Management/ Irrigation Engineering/ Agriculture or equivalent with a minimum 2nd division • Proven post qualification relevant experience of 15 years in ADP/ donor funded projects • Proven expertise in the implementation of agriculture development and water sector projects, especially in high efficiency irrigation system • Familiar with the project development & implementation policies and guidelines of donor/ World Bank and the government • Experience in preparing annual plan/ operational documents/ business plans envisaging physical scope and financial implications for HEIS & solar systems • Ability to work with closely farmers/ farming community for community watercourse improvement and OFWM works • Experience in attending and presenting in high-level project meetings • Experience in working in the donor-funded projects will be preferred • He will be responsible for implementing the HEIS & Solar Component of the project under the supervision of the PD.
Deputy Project Director (Watercourses)	11	01	<p>Age limit: Maximum 60 Years</p> <p>Salary:</p>	<ul style="list-style-type: none"> • Master's degree in Agricultural Engineering/ Water Engineering & Management/ Irrigation Engineering/ Agriculture or equivalent with a minimum 2nd division • Proven post qualification relevant experience of 15 years in ADP/ donor funded projects

			Rs. 450,000 per month with annual increment)	<ul style="list-style-type: none"> • Proven expertise in the implementation of agriculture development and water sector projects • Familiar with the project development & implementation policies and guidelines of donor/ World Bank and the government • Experience in preparing annual plan/ operational documents/ business plans envisaging physical scope and financial implications for community watercourse improvement • Ability to work with closely farmers/ farming community for community watercourse improvement and OFWM works • Experience in attending and presenting in high-level project meetings • Experience in working in the donor-funded projects will be preferred • He will be responsible for implementing the Watercourse Improvement Component of the project under the supervision of the PD.
Environmental Specialist (ES)	10	01	<p>Age limit: Maximum 45 Years</p> <p>Salary: Rs. 350,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Master's degree in Environmental Engineering/ Environmental Management/ Climate Change/ Agriculture/ Agricultural Engineering or equivalent with a minimum 2nd division • Proven post qualification experience of eight (8) years in the environmental management of on farm water management projects with three years (3) in World Bank funded projects • Highly conversant with the World Bank environment-related guidelines/ standards and Punjab Government environment policies • Experience in implementing environmental framework/ safeguards in agricultural development/ water resources management projects • Experience in developing and recommending solutions to address environmental hazards during project implementation • Ability to design and implement training programs to comply with environmental actions • Experience in preparing monthly/ quarterly environmental management framework progress report

				<ul style="list-style-type: none"> • Ability to assess environmental benefits of project interventions and prepare monthly progress reports • Ability to work with government officials, technical field staff, private sector, and farmers
Financial Management Specialist (FMS)	10	01	<p>Age limit: Maximum 50 years</p> <p>Salary: Rs. 350,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Master's degree in Economics/ Business Economics/ Commerce (M.Com.)/ MBA/ Financial Management (FM)/ equivalent with a minimum 2nd division • Eight (8) years post qualification experience in financial management with five (5) years in the World Bank assisted projects • Should have experience in the disbursement of funds from donors and further distribution to field formation • Should be conversant with the World Bank/ donor financial management guidelines and Punjab Government budgeting processes • Must have experience in maintaining separate books of accounts of project related records, receipts and payments • Should be familiar with the Punjab Government's internal control environment, i.e., General Financial Rules, Accounting Policies and Procedures Manual, and FM procedure for community contracting for watercourse improvement • Experience in preparing & submitting Interim Unaudited Financial Reports (IUFs) and their procedural requirements and audited financial statements • Familiar with provisions of the "Revised Accounting Procedure for Revolving Fund Account (Foreign Aid Assignment Account)" issued by the Finance Division • Should have knowledge of financial management computer software and other similar computer programs • FMS will be responsible for the financial management of the project and will assist the PD-PRIAT/ DGA(WM) Punjab , Lahore in above-mentioned areas
Procurement Specialist (PS)	10	01	<p>Age limit: Maximum 50</p>	<ul style="list-style-type: none"> • Master's degree in Project Management/ Economics/ M.Com./ MBA/ M.Phil in Management Sciences/ Public Procurement/

			<p>years</p> <p>Salary: Rs. 350,000 per month with annual increment)</p>	<p>Engineering or equivalent from HEC recognized University with a minimum 2nd division</p> <ul style="list-style-type: none"> • Eight (8) years post qualification experience in procurement with at least three (3) years of experience in foreign funded/ World Bank assisted projects • Should have knowledge of contract documents (advertisements/ EOIs, bidding documents, bid opening, evaluation formats, letters of awards, draft contracts etc.) as well as procurement plan in accordance with donor Guidelines and other procurement rules/ guidelines/policies of the Punjab Government. • Should have experience in carrying out procurement of works, goods and services under donor assisted projects • Should be conversant with the World Bank/ donor procurement guidelines and PPRA Rules • Must have experience in preparing procurement plans and procurement strategy documents • Experience in preparing & submitting procurement documents to donors and getting approvals • Should have knowledge of procurement management computer software and other similar computer programs like World Bank STEP
Contract Management Specialist/ Legal Expert (CMS)	10	01	<p>Age limit: Maximum 40 years</p> <p>Salary: Rs. 350,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Master's degree in contract management/ LLB/ LLM/ Public Policy/ Project Management or equivalent from HEC recognized University with a minimum 2nd division • At least five (05) years post qualification experience of in contract management/ legal management • Ability to formulate contracts of works, goods, and services and supervise approval of contracts from various forums e.g., World Bank, Government Departments, Cabinet, etc. • Experience in managing various types of contracts under development projects

				<ul style="list-style-type: none"> • Ability to execute contracts in accordance with the guidelines/ policies/ procedures and keep a record of all contractual obligation and their disposal on time • Sufficient knowledge of contractual matters regarding mobilization advance, bank guarantee/ performance guarantee, extension of time, deliverables/reports, interim payment certificate, contract amendments, default of contractors, arbitration, final payment certificate as per contract, etc. • Able to monitor and analyze contract performance against agreed benchmarks and advise on any potential issues & recommend remedial solutions
Audit & Taxation Specialist	9	01	<p>Age limit: Maximum 35 years</p> <p>Salary: Rs. 250,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Post-graduate/Master's degree in CA/Chartered Accountant/MBA (Finance)/M.Com/Accounting & Finance/Audit & Taxation/Project Management or equivalent from HEC recognized University with a minimum 2nd division • At least five (05) years post qualification experience of audit & taxation with a well reputed chartered accountant firm/ public sector • Familiar with Audit management in government sector having experience in internal audit, external audit, tax management, contract management, etc. • Ability to handle audit and taxation issues in accordance with the guidelines/ policies/ procedures of Government and donor/ World Bank and keep record of all audit observations and their disposal/ settlement on time • Sufficient knowledge of tax policies and experience of working with private sector/ supplier firms/ community contracting etc. • Able to monitor and analyze audit and tax issues of the project against agreed benchmarks and advise on any potential issues & recommend remedial solutions
Horticulture Expert	9	01	<p>Age limit: Maximum 45 years</p>	<ul style="list-style-type: none"> • Master's degree in Horticulture/ Agri Marketing/Agri Business Development/Agriculture Value Chain/ Agriculture/ Agronomy/ Agriculture Engineering with a minimum 2nd division.

			<p>Salary: Rs. 250,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Proven post qualification experience of eight (8) years in horticulture, agriculture marketing, Agri business development, agriculture value chain, regenerative agriculture • Proven expertise in horticulture, high value agriculture, value addition, regenerative agriculture related projects • Experience in preparing operational documents/business plans/ feasibility studies for horticulture development and high value agriculture • Familiar with the project development & implementation policies and guidelines of donor/World Bank and the government • Ability to work with farmers/ farming community regarding horticulture and agriculture value chain • Experience in working in the donor funded projects will be preferred
Value Chain Monitoring Specialist	9	01	<p>Age limit: Maximum 45 years</p> <p>Salary: Rs. 250,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Master's degree in Horticulture/ Agronomy/ Agri Marketing/Agri Business Development/Agriculture Value Chain/ Agriculture/ Agriculture Engineering/ Master in Business Administration, Master in Public Administration with a minimum 2nd division • Proven post qualification experience of eight (8) years in agriculture value chain, horticulture, agriculture marketing, Agri business development, regenerative agriculture • Experience in preparing operational documents/ business plans/ feasibility studies for agriculture value addition products and high value agriculture • Familiar with project development & implementation policies and guidelines of donor/ World Bank and the government • Ability to work with farmers/ farming community regarding horticulture and agriculture value chain development • Experience in planning & monitoring agriculture value addition related activities in development projects • Able to develop relevant training and extension materials, manuals, articles, and guidelines related to agriculture value chain for dissemination amongst farmers

				<ul style="list-style-type: none"> • Experience in documenting international best practices and lessons learned from neighbouring countries • Able to research the marketing and market information system at collection centres/ Mandis and identify potential market actors and business development service providers, and connect with the producer's organization for assured market and services • Experience in working in the donor funded projects will be preferred
RS & GIS Specialist	9	01	<p>Age limit: Maximum 35 years</p> <p>Salary: Rs. 250,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Master's degree in Remote Sensing & GIS / Post-graduate degree in Agri. Engineering/Water Resources Management or equivalent with specialization in GIS/RS with a minimum 2nd division • Proven post qualification experience of five (5) years in GIS & RS applications in public/ private sector organizations preferably in water resources/ agricultural development projects • Experience in development and management of GIS database of project activities as well as database maintenance, data verification, upgradation of information, upgradation of the system for use of data for planning and monitoring activities • Familiar with developing GIS applications on different platforms (i.e. ESRI products/ ERDAS Imagine/ ER-Mapper / MapInfo etc.) or similar latest platforms for project activities • Able to develop shapefiles of all project interventions and process images for technical and managerial analysis of project interventions • Familiar with data digitization & geo-tagging of all project interventions and manage map production and printing • Experience in training & build the capacity of OFWM staff/IT team in operation, application and management of GIS database, use of GPS and latest GIS software i.e. ArcView, ArcGIS, etc. • Able to demonstrate ways to use OFWM GIS database as a management tool in an optimal manner for project planning & monitoring • Experience in working in the donor funded projects will be preferred

Agricultural Communication Specialist	9	01	<p>Age limit: Maximum 35 years</p> <p>Salary: Rs. 250,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Master's degree in Mass Communication/Journalism/Social or Political Science/Agriculture related discipline with specialization/ experience in mass media and publicity from HEC recognized University with a minimum 2nd division • At least five (5) years post qualification experience in communication/journalism/publicity of agriculture development projects with at least three (3) years of experience in World Bank funded projects • Ability to design and develop a high-quality project communication strategy including all means of communication (print, electronic and social media) to disseminate project objectives and goals • Experience in implementing communication strategies in development projects • Ability to prepare and present reports on overall communications strategies, evaluate results, and recommend changes • Experience in analyzing agricultural information, data, statistics, trends to support effective communication delivery • Ability to draft articles, statements, briefing notes, opinion pieces, talking points, speeches, key messages, and other communication outputs in English and Urdu relating to agriculture/water management • Ability to develop close liaison and collaboration with print, electronic and social media as well as with DGPR & Directorate of Agricultural Information • Ability to manage/run social media platforms (website, Facebook, Twitter, etc.) in coordination with project management.
ICT Expert	9	01	<p>Age limit: Maximum 35 years</p> <p>Salary: Rs. 250,000 per month</p>	<ul style="list-style-type: none"> • Master's degree in Computer Science/Computer Engineering/ Information Technology/Computer Programming or equivalent with a minimum 2nd division • Proven post qualification experience of five (5) years in IT applications in public/ private sector organizations preferably in water resources/ agricultural development projects

			with annual increment)	<ul style="list-style-type: none"> • Experience of design/developing a Project Management Information System (PMIS) and a web-based dashboard for online tracking of PDOs and project progress as well as development of a mobile-based application/dashboard for higher project management • Able to provide support in determining emerging IT solutions through AI and IoT for efficient project management, develop plans & cost estimates, and integrate plans into the IT solutions • Experience in preparing and delivering training programs to project staff for effective and trouble-free use of PMIS/dashboard. • Able to extend day-to-day IT operation support to Client regarding PMIS/web-based dashboard • Arrange hosting of the PMIS/ mobile-based applications on a secured platform and ensure its successful handing over to the department • Experience in working in the donor funded projects will be preferred
Gender Specialist	9	01	Age limit: Maximum 35 years Salary: Rs. 250,000 per month with annual increment)	<ul style="list-style-type: none"> • Master's degree in Gender Studies, Social Work, Public Policy or related discipline from a HEC recognized university with a minimum 2nd division • Proven post qualification experience of five (5) years relevant experience in public/ private sector organizations preferably in water resources/ agricultural development projects. Female Candidates will be given preference • Should be conversant with the World Bank/ donor gender policies/ guidelines • Experience in carrying out gender analysis, gender assessments of organizational and operations-related policies, programs, guidelines, and practices under the project • Able to implement the gender action plan and capacity development of stakeholders under the project • Familiar with conducting community consultations, consultations with women and other vulnerable groups to identify specific concerns and recommended measures under the project

				<ul style="list-style-type: none"> • Able to provide technical guidance or support the identification of relevant gender related actions and ensure their compliance • Experience in implementation of the Gender Action Plan (GAP) under development projects • Able to organize focus group discussions and consultations with women and other vulnerable groups to ensure their concerns and needs are addressed during the project implementation • Experience in working in the donor funded projects will be preferred
Female Trainer	9	02	<p>Age limit: Maximum 35 years</p> <p>Salary: Rs. 250,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Master's degree in Gender Studies, Social Work, Public Policy or related discipline from a HEC recognized university with a minimum 2nd division • Proven post qualification experience of five (5) years relevant experience in public/ private sector organizations preferably in water resources/ agricultural development projects. Female Candidates will be given preference • Should be conversant with the World Bank/donor gender policies/ guidelines • Experience in carrying out gender training need assessments and able to implement the gender training action plan and capacity development of stakeholders under the project • Familiar with conducting community consultations, consultations with women and other vulnerable groups to identify specific concerns and recommended measures under the project. • Able to provide technical guidance or support the identification of relevant gender related actions and ensure their compliance • Able to organize focus group discussions and consultations with women and other vulnerable groups to ensure their concerns and needs are addressed during the project implementation. • Experience in working in the donor funded projects will be preferred.
Deputy Director (Technical)	9	02	<p>Age limit: Maximum 40 years</p>	<ul style="list-style-type: none"> • Master's degree in Agricultural Engineering/Water Engineering & Management/ Irrigation Engineering or equivalent with a minimum 2nd division.

			<p>Salary: Rs. 250,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Proven post qualification relevant experience of eight (08) years in ADP/ donor funded projects • Proven expertise in the implementation of agriculture development and water sector projects • Familiar with the project development & implementation policies and guidelines of donor/ World Bank and the government • Ability to work with closely farmers/ farming community for community watercourse improvement and OFWM works • Experience in working in the donor-funded projects will be preferred
Assistant Director (Technical)	8	13	<p>Age limit: Maximum 40 years</p> <p>Salary: Rs. 175,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Master's degree in Agricultural Engineering/ Water Engineering & Management/ Irrigation Engineering or equivalent with a minimum 2nd division. • Proven post qualification relevant experience of five (5) years in ADP/ donor funded projects. • Proven expertise in the implementation of agriculture development and water sector projects. • Familiar with the project development & implementation policies and guidelines of donor/ World Bank and the government. • Ability to work with closely farmers/ farming community for community watercourse improvement and OFWM works. • Experience in working in the donor-funded projects will be preferred.
Accounts Officer	8	02	<p>Age limit: Maximum 45 years</p> <p>Salary: Rs. 175,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Bachelor degree in Commerce (B.Com)/ Accounting & Finance/ equivalent with minimum 2nd division • Proven post qualification experience of 10 years experience in the field of Accounts including five (5) years' experience in foreign funded projects, especially in World Bank funded and/or ADB funded projects. • Experience to establish and maintain project records, work with external auditors, prepare annual budgets and prepare expenditure records, help higher management in accounts matters, dealing with expenditure, reconciled statements etc. • Familiar with preparing and maintaining all financial records, purchase of consumable items, furniture/fixture and its

				<p>maintenance, processing of utility bills (telephone, gas, electricity, water etc.) for the approval of the competent authority</p> <ul style="list-style-type: none"> • Able to follow up with the concerned offices, for account-related matters and perform any other assignment assigned by the higher authorities
Water Management Officer (WMO)	7	131	<p>Age limit: Maximum upto 50 Years</p> <p>Salary: Rs. 125,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • B.Sc. Agri. Engineering OR B.Sc. (Hons) Water Management OR equivalent to 16 years of education from a university recognized by Higher Education Commission • Five (5) years post qualification relevant experience preferably in ADP/ foreign funded OFWM development projects. • Experience of social mobilization, supervision and execution of development works including watercourse improvement, precision land levelling, high efficiency irrigation systems and other OFWM activities • Familiar with social mobilization of farmers communities and experience of conducting meetings with the farmers to mobilize them for adoption of modern irrigation technologies i.e. installations of high efficiency irrigation system, solar systems, organize Water Users Associations for watercourse improvement and other water management practices • Able to conduct survey, design and supervise improvement of watercourse and precision land levelling for individuals and through Water Users Associations.
Accountant	7	09	<p>Age limit: Maximum upto 40 Years</p> <p>Salary: Rs. 125,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Bachelor degree in Commerce (B.Com)/ Accounting & Finance/ equivalent with minimum 2nd division • Proven post qualification experience of 5 years post-related experience in the field of Accounts. • Experience to establish and maintain project records, work with external auditors, prepare annual budgets and prepare expenditure records, etc. • Familiar with preparing and maintaining all financial records, purchase of consumable items, furniture/fixture and its

				<p>maintenance, processing of utility bills (telephone, gas, electricity, water etc.) for the approval of the competent authority</p> <ul style="list-style-type: none"> • Able to follow up with the concerned offices, for account-related matters and perform any other assignment assigned by the higher authorities.
Assistant	6	04	<p>Age limit: Maximum upto 50 Years</p> <p>Salary: Rs. 75,000 per month with annual increment)</p>	<ul style="list-style-type: none"> • Should be graduate (2nd Division) from HEC recognized university and proficient in computer use. • Must have five (5) years' experience in ADP/foreign assisted projects.

NOTE:-

1. Relaxation in upper age limit is not admissible.
2. In case of other relevant degrees, the equivalence certificate issued by the HEC/Competent Forum will be provided by the candidate.
3. Retired Government servants are not eligible. The contract appointments are temporary in nature, non-transferable, job / post specific, non-pensionable & conferring no right for regularization. The contract appointment will be **initially for 01 year** which can be extended upto project period with the approval of competent authority.
4. In case the project period is reduced/enhanced, contract appointment order will be amended accordingly with approval of competent authority
5. The recruitments will be made strictly on merit on all Punjab basis in accordance with the selection & eligibility criteria approved in the PC-I.
6. The applications on prescribed form (which can be downloaded from www.agripunjab.gov.pk) addressed to the **Secretary Agriculture, Government of the Punjab, Civil Secretariat, 2-Bank Road (Old P&D Building), Lahore** clearly indicating the post applied for along with curriculum vitae (CV), three passport-size recent photographs and attested copies of all the relevant documents, CNIC/certificates/degrees, which include detailed marks certificates including CGPA, Hafiz-e-Quran Certificate, position in Board/ University, issued by the authorized Institute/ Madrissa

duly recognized by the Wafaq-ul-Madaras, release orders for Ex-Service men, issued by the concerned authority/Institute and must reach by **29.12.2022**. Late and incomplete applications will not be considered and only eligible candidates will be called for test/interview. No TA/DA shall be paid.

7. The candidates can also apply at **www.jobs.punjab.gov.pk**. **However, hard copy of application form alongwith complete attested relevant documents is mandatory to submit to this department within due date.**
8. List of eligible candidates shall be displayed on the Notice Board 03 days prior to the interview in addition to the interview call letters. In case of any query/ clarification, the candidate may approach the Additional Secretary (Planning), Government of the Punjab, Agriculture Department, Lahore at least two days prior to interview date.
9. Lists of successful candidates shall be displayed on the Notice Board in addition to issuance of offer of appointment letters after approval of the recommendations of Department Selection/Recruitment Committee, by the competent authority.
10. The competent authority has the right to increase or decrease the number of posts.
11. The selected candidate under the project is not entitled for the benefit of any pay protection and regularization.
12. No post falls under the quota reserved for Women, Minorities and Disabled persons.

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