

**TERMS OF REFERENCE**  
**Consultant Banking & Capital Market (Grade I)**  
**Privatization Division**  
**(Privatization Commission)**

**A Background:**

Privatization Commission (PC) a Body Corporate established under the Ordinance 2000 mandated to implement the privatization policy of the Federal Government and provides utilization of the proceeds of privatization for retirement of Federal Government debt and for poverty alleviation.

In order to facilitate efficient and transparent privatization process congruent to the international best practices Privatization Commission engage/hire professionals for different positions as per requirement on competitive market package. As per policy, privatization program is approved by the competent forums i.e. Cabinet Committee on privatization/Cabinet. A comprehensive regulatory framework on privatization is in place to ensure level playing field between SOEs and the potential buyers. For efficient Privatization process Privatization Commission believes to enhance its capacity by induction of competent/qualified resource with high standards of accountability and transparency to safeguard the national interest. Besides competency, the Commission attaches great importance to the transparency of the privatization process where the advisors/consultants are expected to avoid conflict of interest and disclose any business relationship with third parties interested in the outcome of the privatization. Amongst other professionals, Consultant Banking & Financial Market is one of the important positions required by the Commission with the following TORs

**B Consultant Banking & Capital Market (Grade-I) Key responsibilities**

- Advise and facilitate hiring process of Financial Advisor to complete the transaction of PSEs.
- Preparation of EOI and Bid documents for hiring of financial advisor and complete the process in accordance with Public Procurement Rules and international best practices.
- To oversee and monitor the performance of the Advisor with a view to complete the privatization process in a transparent and efficient manner.
- Foresee any risk factors likely to impede the transaction and suggest mitigation measure to the PC Management in a timely manner.
- Participation in Departmental Accounts Committee (DAC) and Public Accounts Committee (PAC) meetings and assisting Principal Accounting Office (PAO) on various audit reports and audit matters.
- To perform Industry and company analysis valuation and financial restructuring of companies.
- To keep Liaison with Internal / External auditors and Government auditors,

- To undertake financial analysis of properties/assets valuation carried out by Financial Advisors in respect of PSEs for perusal of the chairman/Secretary.
- To perform analysis of balance sheet, including preparation of Financial Statements, maintenance of books of accounts and overall management of affairs of a particular transaction.

### **C Time frame and Supervision**

The initial period of Contract will be for two years extendable on satisfactory performance and the requirement of the Commission. The Consultant will report to the Secretary /Chairman of the Commission through Director General concerned.

### **D. Qualifications and Experience**

Qualified Chartered Accountant (CA) or equivalent / MBA (Finance) / M.Com / M.Sc. (Economics) from HEC recognized University.

#### **Experience:**

Should have post qualification relevant experience of at least 12 years in corporate sector / Public sector organizations, providing transaction related services / Capital Market / Mergers and Acquisition / Valuation / Regulatory Matters / Restructuring and Transformation of PSEs in the Sectors i.e. Industries / Oil & Gas / Real Estate / Banks / Banking and Financial Institutions

### **E. Remuneration**

Competitive Market based salary package compatible to qualification and experience.

### **F. Performance indicators**

The consultant would be required to submit quarterly report on the prescribed format listing all activities (qualitative and quantitative nature) with outcomes for assessment of senior management.

### **G Service matters**

Terms and conditions of service of the consultant shall be governed in accordance with prescribed Regulations/ SOPs and policies devised by the Privatization Commission.

### **H Age Limit**

Upto 55 Years

**TERMS OF REFERENCE**  
**Consultant Industries/Oil & Gas (Grade II)**  
**Privatization Division**  
**(Privatization Commission)**

**A Background:**

Privatization Commission (PC) a Body Corporate established under the Ordinance 2000 mandated to implement the privatization policy of the Federal Government and provides utilization of the proceeds of privatization for retirement of Federal Government debt and for poverty alleviation.

In order to facilitate efficient and transparent privatization process congruent to the international best practices Privatization Commission engage/hire professionals for different positions as per requirement on competitive market package. As per policy, privatization program is approved by the competent forums i.e. Cabinet Committee on privatization/Cabinet. A comprehensive regulatory framework on privatization is in place to ensure level playing field between SOEs and the potential buyers. For efficient Privatization process Privatization Commission believes to enhance its capacity by induction of competent/qualified resource with high standards of accountability and transparency to safeguard the national interest. Besides competency, the Commission attaches great importance to the transparency of the privatization process where the advisors/consultants are expected to avoid conflict of interest and disclose any business relationship with third parties interested in the outcome of the privatization. Amongst other professionals, Consultant Industries / Oil & Gas is one of the important positions required by the Commission with the following TORs

**B Industries/Oil & Gas (Grade II) Key Responsibilities**

- Advise and facilitate hiring process of Financial Advisor to complete the transaction of PSEs.
- Preparation of EOI and Bid documents for hiring of financial advisor and complete the process in accordance with Public Procurement Rules and international best practices.
- To oversee and monitor the performance of the Advisor with a view to complete the privatization process in a transparent and efficient manner.
- To perform Industry and company analysis valuation and financial restructuring of companies and ensure best market price value.
- To implement the approved privatization programme for the sector and to carry out research to devise the sector specific privatization strategy & plan(s) for the consideration and approval of the competent forum.
- To Ensure compliance of all the relevant policies, rules, regulations etc to carry out the sector related privatization programme in consultation with Legal and F&A cells.
- To undertake financial analysis of properties/assets valuation carried out by Financial Advisors in respect of PSEs for perusal of the chairman/Secretary.

- Identify & foresee any risk factors likely to impede the transaction and suggest mitigation measure to the PC Management in a timely manner.
- Any other assignment entrusted by senior management.

### **C Time frame and Supervision**

The initial period of Contract will be for two years extendable on satisfactory performance and the requirement of the Commission. The Financial Consultant will report to the Secretary/Chairman of the Commission through Director General concerned.

### **D. Qualifications and Experience**

Petroleum Engineer/ Chemical Engineer/ Qualified Chartered Accountant (CA) or equivalent / MBA (Finance) / M.Com / M.Sc. (Economics) from HEC recognized University.

#### **Experience:**

Should have post qualification relevant experience of at least 07 years in corporate sector / Public sector organizations, providing transaction related services / Capital Market / Mergers and Acquisition / Valuation / Regulatory Matters / Restructuring and Transformation of PSEs in the Sectors i.e. Industries / Oil & Gas / Real Estate / Banks / Banking and Financial Institutions.

### **E. Remuneration**

Competitive Market based salary package compatible to qualification and experience.

### **F. Performance indicators**

The consultant would be required to submit quarterly report on the prescribed format listing all activities (qualitative and quantitative nature) with outcomes for assessment of senior management.

### **G Service matters**

Terms and conditions of service of the consultant shall be governed in accordance with prescribed Regulations/ SOPs and policies devised by the Privatization Commission.

### **H Age Limit**

Upto 45 Years

**TERMS OF REFERENCE**  
**Consultant Real Estate (Grade II)**  
**Privatization Division**  
**(Privatization Commission)**

**A Background:**

Privatization Commission (PC) a subsidiary organization of the Privatization Division established under the Ordinance 2000 mandated to implement the privatization policy of the Federal Government and provides utilization of the proceeds of privatization for retirement of Federal Government debt and for poverty alleviation. In order to facilitate efficient and transparent privatization process congruent to the international best practices Privatization Commission engage/hire professionals for different positions as per requirement on competitive market package. As per policy, privatization program is approved by the competent forums i.e Cabinet Committee on privatization/Cabinet. A comprehensive regulatory framework on privatization is in place to ensure level playing field between SOEs and the potential buyers. For efficient Privatization process Privatization Commission believes to enhance its capacity by induction of competent/qualified resource with high standards of accountability and transparency to safeguard the national interest. Besides competency, the Commission attaches great importance to the transparency of the privatization process where the advisors/consultants are expected to avoid conflict of interest and disclose any business relationship with third parties interested in the outcome of the privatization. Amongst other professionals, Consultant Real Estate is one of the important positions required by the Commission with the following TORs

**B Consultant Real Estate (Grade II) Key Responsibilities**

- Advise and facilitate hiring process of Financial Advisor to complete the transaction of a SOE or its property owned by Public sector entities.
- To help facilitate in providing transaction advisory services, assets and portfolio positioning, Portfolio strategy and real estate financial analysis and modelling.
- To undertake financial analysis of properties/assets valuation carried out by Financial Advisors of a PSE or sale of its property.
- To act as transaction Manager if nominated by the competent authority.
- To prepare TORs for appointment of Financial Advisor to sell the property or strategic transaction of an entity once approved by the competent forum.
- To facilitate evaluation of proposals submitted by interested parties for strategic transaction.
- To prepare RFP document and assist in all steps leading to successful completion of the transaction.

- To verify deliverables submitted by the Financial Advisor for a particular transaction/sale
- To advise PC management on developing investment strategies, preparation of valuation model, transaction structuring etc.
- Any other assignment entrusted by senior management.

### **C. Time frame and Supervision**

The initial period of Contract will be for two years on satisfactory performance and the requirement of the Commission. The Consultant will report to the Secretary/Chairman of the Commission through Director General concerned.

### **D Qualifications and Experience**

Qualified Chartered Surveyor / Chartered Accountant (CA) or equivalent / MBA (Finance) / M.Com / M.Sc. (Economics) from HEC recognized University.

#### **Experience:**

Should have post qualification relevant experience of at least 07 years in corporate sector / Public sector organizations, providing transaction related services in Real Estate and price determination, Assets and Portfolio positioning, Portfolio Strategy and Financial Analysis, Chartered Surveyor, modeling, investment strategy and transaction structuring.

### **E. Remuneration**

Competitive Market based salary package negotiable compatible to qualification and experience.

### **F. Performance indicators**

The consultant would be required to submit quarterly report on the prescribed format listing all activities (qualitative and quantitative nature) with outcomes for assessment of senior management.

### **G Service matters**

Terms and conditions of service of the consultant shall be governed in accordance with prescribed Regulations/ SOPs and policies devised by the Privatization Commission.

### **H Age Limit**

Upto 45 Years