

SITUATION VACANT

Applications are invited for one (01) vacant post of **Technical Advisor (MP-I Scale)** on a contract basis, initially for a period of three (03) years, extendable for a further period of two (02) years on an annual basis, subject to satisfactory performance, in the **Ministry of National Food Security and Research**. The required qualification and experience are as follow:

Sr. No.	Name of Posts	No of Post	Age Limit	Qualification	Experience
1	Technical Advisor (MP-I)	01	Maximum age 62 years on the closing date of the advertisement, in accordance with MP Scale Policy, 2020	Ph.D. or Master's Degree in Agriculture and Allied Sciences from a reputed foreign or Pakistan-based university recognized by HEC, with least seven (07) or nine (09) years of professional experience, respectively.	For PhD holders: Minimum 7 years post-qualification professional experience in the relevant field. For Master's holders: Minimum 9 years post-qualification professional experience in the relevant field. Demonstrated expertise in national policy development, food security strategy, sustainable agriculture, public-private partnerships, and climate-smart agricultural innovations. Experience in working with government or international organizations will be considered an asset.

2. Terms of Reference (ToRs) of the post, including job description, performance targets, deliverables, and timelines, along with the shortlisting criteria (to be applied if eligible applicants exceed fifteen), are available on the Ministry's website and can be viewed/downloaded at: www.mnfsr.gov.pk.
3. Eligible candidates should submit their CVs along with a covering letter both in soft form (via email at admnmnfsr@gmail.com) and hard copies through courier (UMS/Registered Post) to reach the undersigned within 15 days of publication of this advertisement.
4. Submission of Original documents shall be mandatory at the time of the interview.
5. Applicants already in Government service should apply through the proper channel and must produce a NOC at the time of the interview.
6. No TA/DA will be admissible for appearing in the test/interview.
7. Incomplete or late applications will not be entertained.

(Dr. Yasir Mehmood)
Section Officer (Admn-I)

Ph: 051-9104025

Ministry of National Food Security and Research,
B-Block (4th Floor) Room No. 407, Pak: Secretariat Islamabad.

ToRs FOR MP POSITION

TORs for the post: Technical Advisor (MP-I Scale)

1. Name of Ministry/Division: Ministry of National Food Security & Research (MNFS&R)

2. Job Description of the Position: Detailed Job Description includes:-

- (i) Review of food security-related policies, rules, and frameworks to identify and address the current gaps.
- (ii) Review and periodic update of the National Food Security Action Plan by integrating comprehensive risk and vulnerability assessments and alignment with Sustainable Development Goals (SDGs).
- (iii) Provide technical oversight to the Ministry's development programs and PSDP portfolio; recommend prioritization strategies.
- (iv) Design strategic roadmaps and outcome-based annual performance targets/benchmarks for attached organizations, focusing on institutional accountability, impact delivery, and improved public service in the agri-food sector.
- (v) Recommend enhancements in research and innovation, and mechanisms for data exchange across attached organizations.
- (vi) Advice/identify on skill gap analysis/requirement of HR across the Ministry and its organizations, recommend reforms, upskilling pathways, and a competency-based career development model.
- (vii) Provide expert technical guidance on cross-sectoral issues, inter-ministerial coordination, donor engagement, and high-impact proposals referred by the Ministry and its attached departments.
- (viii) Provide support for the establishment of robust public-private partnerships (PPPs) and foster international cooperation, both aimed at drawing investment into the food and agriculture sector.
- (ix) Advice/technical input on climate-smart agriculture initiatives to improve productivity while protecting natural resources.
- (x) Perform any other tasks assigned by the Secretary or Minister-in-Charge.

3. Job Specification:

(i) Qualification: The candidate shall have a Ph.D. or Master's degree in Agriculture and Allied Sciences from a reputed foreign or Pakistan-based university recognized by HEC, with at least seven (07) or nine (09) years of professional experience, respectively.

(ii) Experience and Requisite Expertise: For PhD holders: Minimum 7 years post-qualification professional experience in the relevant field. **For Master's holders:** Minimum 9 years post-qualification professional experience in the relevant field. Demonstrated expertise in national policy development, food security strategy, sustainable agriculture, public-private partnerships, and climate-smart agricultural innovations. Experience in working with government or international organizations will be considered an asset.

4. Age: Maximum age **62 years** on the closing date of the advertisement, in accordance with MP Scale Policy, 2020.

5. Disqualification: No person shall be eligible for appointment, who:

- a. Has been or is convicted by a court of competent jurisdiction for an offence involving **moral turpitude**;
- b. Has been or is **dismissed or removed** from service as a consequence of disciplinary proceedings;
- c. Has **benefited from the National Reconciliation Ordinance, 2007 (LX of 2007)**; or
- d. Either at the time of appointment or thereafter during such appointment was not or is not a **citizen of Pakistan**.

6. Performance Targets and Indicators Table for Technical Advisor (MP-I Scale), Ministry of National Food Security & Research (MNFS&R)

S. No.	Major Tasks/ Key Result Areas (To be taken from Job Description)	Target / Timelines (quantitative terms)	% of Target Achieved	% Weightage (Based on Task Sensitivity)	% Score (Col.3 × Col.4)
1	Provide expert technical guidance on cross-sectoral issues, inter-ministerial coordination, donor engagement, and high-impact proposals referred by the Ministry and its attached departments.	Provide timely written technical responses to all referred cross-cutting issues (PPP, climate-smart agri, digital agri) (As per referral; ongoing throughout tenure)		10%	
2	Review of food security-related policies, rules, and frameworks to identify and address the current gaps.	Draft gap analysis report in respect of existing food security-related laws, policies, framework and suggesting revision in the light of global and regional best practices in food security. (0- 6 months)		10%	
3	Review and periodic update of the National Food Security Action Plan by integrating comprehensive risk and vulnerability assessments and alignment with Sustainable Development Goals (SDGs).	Draft Policy Guidelines regarding National Food Security Action Plan. (7 - 9 months)		10%	
4	Technical oversight over the Ministry's development programs and PSDP portfolio;	Policy Briefs covering prioritization of PSDP projects and proposals for		10%	

	recommend prioritization strategies	strengthening the monitoring and evaluation framework. (10 - 12 months)			
5	Design strategic roadmaps and outcome-based annual performance targets/benchmarks for attached organizations, focusing on institutional accountability, impact delivery, and improved public service in the agri-food sector.	Draft Report on setting performance targets and designing a monitoring framework for organizations under the administrative control of M/o NFS&R (13 - 15 months)		10%	
6	Recommend enhancements in research and innovation, and mechanisms for data exchange across attached organizations.	Draft report outlining key recommendations for research and innovation enhancements and a proposed framework for data exchange across attached organizations (16-18 months)		10%	
7	Advice/identify on skill gap analysis/requirement of HR across the Ministry and its organizations, recommend reforms, upskilling pathways, and a competency-based career development model.	Comprehensive report detailing the skill gaps within the Ministry and its organizations, along with actionable recommendations (19-24 months)		10%	
8	Provide support for the establishment of robust public-private partnerships (PPPs) and foster international cooperation, both aimed at drawing investment into the food and agriculture sector.	Development of public-private partnership proposal and identify potential investors for the project in the food and agriculture sector. (25-27 months)		10%	
		Draft Policy Guidelines for augmenting international cooperation and suggest comprehensive implementation mechanism. (28-32 months)		10%	
9	Advice/technical input on climate-smart agriculture initiatives to improve productivity while protecting natural resources.	Provide technical input and recommendations on at least 3 climate-smart agriculture initiatives, including potential pilot projects or policy recommendations, within 6 months. (33-36 months)		10%	

7. Deliverables & Timelines (To be added by Ministry/Division)

S. No.	Deliverables	Time Frame
1	Provide timely responses to all technical/ cross-cutting issues referred by the Ministry (PPP, climate-smart agri, digital agri. Etc.)	(As per referral; ongoing throughout tenure)
2	Draft gap analysis report in respect of existing food security-related laws, policies, framework and suggesting revision in the light of global and regional best practices in food security.	(0- 6 months)
3	Draft Policy Guidelines regarding National Food Security Action Plan.	(7 - 9 months)
4	Policy Briefs covering prioritization of PSDP projects and proposals for strengthening the monitoring and evaluation framework.	(10 - 12 months)
5	Draft Report on setting performance targets and designing a monitoring framework for organizations under the administrative control of M/o NFS&R	(13 - 15 months)
6	Draft report outlining key recommendations for research and innovation enhancements and a proposed framework for data exchange across attached organizations	(16-18 months)
7	Comprehensive report detailing the skill gaps within the Ministry and its organizations, along with actionable recommendations	(19-24 months)
8	Development of public-private partnership proposal and identify potential investors for the project in the food and agriculture sector.	(25-27 months)
9	Draft Policy Guidelines for augmenting international cooperation and suggest comprehensive implementation mechanism.	(28-32 months)
10	Provide technical input and recommendations on at least 3 climate-smart agriculture initiatives, including potential pilot projects or policy recommendations, within 6 months.	(33-36 months)

8. Pay Package: As per **MP-I Scale** under the **MP Scales Policy, 2020**, including:

- Monthly Management Position Salary Package (Basic + House Rent + Utilities)
- Annual increment based on satisfactory performance

9. Tenure: Initially for a period of three (03) years, further extendable for a maximum of two (02) years on annual basis, subject to satisfactory performance.

10. Leave: Leave entitlement shall be in accordance with the MP Scales Policy, 2020.

11. Eligibility Criteria for Government Servant: Civil/Government Servants may apply through proper channel and shall resign from Government Service or seek early retirement before joining the MP Scale position, severing all links with their parent cadre/organization.

12. Position to be Public Servant: The position, while acting or purporting to act in pursuance of any of the provisions of these rules, shall be deemed to be a public servant under Section 21 of the Pakistan Penal Code (Act XLV of 1860).

13. Termination of Contract: The contract may be terminated by either party by giving one month's notice. In case of notice from the Ministry/Division, it shall be approved by the appointing authority.

14. Monitoring and Evaluation: The Performance Evaluation shall be conducted annually by the Performance Evaluation Committee as per Schedule-II of the MP Scales Policy, 2020, based on key deliverables and quantitative targets.

15. Governing Policy: MP Scales Policy, 2020, as amended from time to time, shall be the governing policy for the position.

16. Applicability of Rules: In matters not covered by these rules, the rules/policies applicable to the corresponding level of civil servants shall be applicable.

Shortlisting Criteria for the Post of Technical Advisor (MP-I Scale)

(To be applied only if the number of eligible candidates exceeds fifteen (15), as per MP Scales Policy, 2020)

S. No.	Shortlisting Parameter	Sub-Components / Description	Maximum Marks
1	Academic Qualification	- PhD in Agriculture & Allied Sciences (HEC-recognized): 20 marks - Master's in Agriculture & Allied Sciences (HEC-recognized): 15 marks	20
2	Relevant Post-Qualification Experience	- 1 mark per additional year beyond minimum requirement (up to 5 years): 5 marks - Experience with govt./international organizations: 5 marks - Senior-level roles in policy-making/advisory capacity: 20 marks	30
3	Demonstrated Expertise in Key Thematic Areas (assessed through CV and cover letter)	- National policy development: 6 marks - Food security strategy: 6 marks - Sustainable agriculture: 6 marks - Climate-smart agriculture: 6 marks - Public-private partnerships: 6 marks	30
4	Publications / Research / Innovations	- Research publications, policy papers, technical reports, or demonstrated innovations related to agriculture and food systems	10
5	Performance in Past Assignments (assessed via CV, references, reports)	- Timely completion of deliverables: 3 marks - Achievement of measurable impact: 4 marks - Awards/KPIs/Recognitions: 3 marks	10
		Total Marks	100