GOVERNMENT OF PAKISTANS
PAKISTAN RAILWAYS

POSITIONS VACANT

The Ministry of Railways intends to hire the services of Project Directors possessing the requisite qualifications and relevant experience for the following PSDP projects. Interested candidates may apply separately for the position of Project Director for each project. The appointments shall be made purely on a contract basis under the Project Pay Scale (PPS) system.

Sr. #	Description of the Posts	No. of Posts	Qualification	Eligibility/Experience	Age Limit
01	▪ Project Director (**PPS-11)** ▪ **Project:** Thar Coal Project ▪ **Place of Posting:** Hyderabad/ Project Site or **anywhere in Pakistan**	01	▪ Master in Project Management or B.Sc. Engineering (Civil) or MBA /MPA/any other relevant field from HEC recognized institutions ▪ At least 16 years of education ▪ All degrees must be recognized by PEC/HEC	▪ Minimum 15 years' experience in construction supervision, project management of infrastructure projects or relevant field. ▪ The candidates must be conversant with PPRA rules, contract management, EPC contracts & MS Project. ▪ Additional marks shall be awarded to candidates having master degree in Project Management or national/ international diploma course in Project Management.	Max. 62 years
02	▪ Project Director (**PPS-10)** ▪ **Project:** 230 Passenger Coaches ▪ **Place of Posting:** Islamabad/Project Site or **anywhere in Pakistan**	01	▪ Master in Project Management or B.Sc. Engineering (Mechanical) or MBA /MPA/any other relevant field from HEC recognized institutions ▪ At least 16 years of education ▪ All degrees must be recognized by PEC/HEC	▪ Minimum 15 years' experience of project management or relevant field. ▪ The candidates must be conversant with PPRA rules, contract management, EPC contracts & MS Project. ▪ Additional marks shall be awarded to candidates having master degree in Project Management or national/ international diploma course in Project Management.	Max. 62 years
03	▪ Project Director (**PPS-10)** ▪ **Project:** Special Repair 100 no. DE Locomotives ▪ **Place of Posting:** Lahore/Project Site or **anywhere in Pakistan**	01	▪ Master in Project Management or B.Sc. Engineering (Mechanical) or MBA /MPA/any other relevant field from HEC recognized institutions ▪ At least 16 years of education ▪ All degrees must be recognized by PEC/HEC	▪ Minimum 15 years' experience of project management or relevant field. ▪ The candidates must be conversant with PPRA rules, contract management, EPC contracts & MS Project. ▪ Additional marks shall be awarded to candidates having master degree in Project Management or national/ international diploma course in Project Management.	Max. 62 years

04	▪ Project Director (**PPS-10)** ▪ **Project:** Track Safety Works (Rohri-Khanpur) Section ▪ **Place of Posting:** Sukkur/Project Site or **anywhere in Pakistan**	**01**	▪ Master in Project Management or B.Sc. Engineering (Civil) or MBA /MPA/any other relevant field from HEC recognized institutions ▪ At least 16 years of education ▪ All degrees must be recognized by PEC/HEC	▪ Minimum 15 years' experience in construction supervision, project management of infrastructure projects or relevant field. ▪ The candidates must be conversant with PPRA rules, contract management, EPC contracts & MS Project. ▪ Additional marks shall be awarded to candidates having master degree in Project Management or national/ international diploma course in Project Management.	Max. 62 years
05	▪ Project Director (**PPS-10)** ▪ **Project:** Rehabilitation of Track Machines ▪ **Place of Posting:** Lahore/Project Site or **anywhere in Pakistan**	**01**	▪ Master in Project Management or B.Sc. Engineering (Mechanical) or MBA /MPA/any other relevant field from HEC recognized institutions ▪ At least 16 years of education ▪ All degrees must be recognized by PEC/HEC	▪ Minimum 15 years' experience of project management or relevant field. ▪ The candidates must be conversant with PPRA rules, contract management, EPC contracts & MS Project. ▪ Additional marks shall be awarded to candidates having master degree in Project Management or national/ international diploma course in Project Management.	Max. 62 years

NOTE

- The posts are purely on contract basis for a period of one (01) year or till the completion of the project whichever is earlier. The contract will be extendable on satisfactory performance during the initial period and maximum up to the completion of the project.
- Project Director (appointed on contract basis) will not be allowed to resign from Project Director post before serving the project at least one year however, she/he can resign from the position by depositing three months his/ her salary in advance before completion one year. He/she will submit a surety bond to serve the project at least one year.
- However, in case of poor performance, contract of PD can be terminated at any time on one-month advance notice.
- Pay package is available on our websites i.e., www.railways.gov.pk. and www.pakrail.gov.pk.
- Interested candidates meeting the criteria may apply online through National Job Portal's official website: https://njp.gov.pk/ or to the address given below within 15 days from the date of publication of advertisement along with CV/Resume, attested copies of all educational/experiences certificates, recent photograph and CNIC.
- In case of submission of any forged/false documents, the candidate shall be liable to prosecution.
- Only shortlisted candidates will be called for test/interview.
- The candidates serving in Government, Semi Government or Autonomous institutions should route their applications through proper channel/ departmental NOC.
- The Division reserves the right to select/reject or not to fill any position (s) without assigning any reason.
- Incomplete applications and applications received after due date will not be accepted.
- No TA/DA will be admissible for test/ interview.

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Immediate

GOVERNMENT OF PAKISTAN
MINISTRY OF FINANCE
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No.F.NO.4(9)R-14/2024 **Islamabad, the 05th March , 2026**

OFFICE MEMORANDUM

SUBJECT: STANDARD PAY PACKAGE FOR THE PROJECT STAFF DIRECTLY RECRUITED FOR DEVELOPMENT PROJECTS FUNDED FROM PSDP

The undersigned is directed to refer to this Division's O.M. No. F. 4(9)R-3/2008 dated 18-04-2022 on the above subject and to convey the approval of the Prime Minister to the revision of Project Pay Scales, meant for officers/staff directly recruited from open market on contract basis for the execution of Development Projects funded from PSDP. The revised Project Pay Scales are, as follows: -

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Project Pay Scale (PPS)	Regular BPS	Minimum (Rs.)	Increment @ 3% of the Minimum	Maximum (Rs.)
PPS-1	BPS 1-4	37,800	1,140	43,500
PPS-2	BPS 5-8	47,250	1,420	54,350
PPS-3	BPS 9-10	59,070	1,780	67,970
PPS-4	BPS 11-13	70,880	2,130	81,530
PPS-5	BPS 14-15	94,500	2,840	108,700
PPS-6	BPS 16	141,750	4,260	163,050
PPS-7	BPS 17	212,630	6,380	244,530
PPS-8	BPS 18	295,320	8,860	339,620
PPS-9	BPS 19	398,130	11,950	457,880
PPS-10	BPS 20	568,750	17,070	654,100
PPS-11	BPS 21	735,000	22,050	845,250
PPS-12	BPS 22	1,050,000	31,500	1,207,500

2. The aforesaid pay package will be effective from **01-07-2026** for the new as well as the on-going PSDP projects and shall be admissible subject to the following conditions:-

i. The above lump sum pay package will be admissible for fresh/direct/existing employees of PSDP Projects. However, pay of the fresh/direct employees shall be-fixed at the initial stage and thereafter an annual increase @ 3% of the Initial stage would be admissible.

ii. The pay of the existing PSDP funded projects employees shall be fixed to the next higher stage of the revised stage of the above pay package.

iii. Annual increment to the Project employees in Standard Pay Package shall be admissible on completion of one year continuous service from the date of appointment on the relevant post and also in the subsequent years in the same manner.

iv. The above lump sum project pay package shall not in any way be less than the minimum rates of wages as revised from time to time.

v. Government employees may apply for project posts. The terms and conditions for selection in a project will be governed under Finance Division's O.M.No.4(9)R-14/2024, dated 01.07.2025. The project employees appointed through transfer (deputation) on full time basis will get pay and other allowances under above referred O.M. plus deputation allowance as admissible under the deputation policy contained in Establishment Division's O.M.No.1/13/87/R-I, dated 03-12-1990 as amended from time to time, at the rate of 20% of the basic pay subject to maximum. Rs.20000/- per month or as revised from time to time.

vi. The relevant project approving fora like CDWP or ECNEC will decide the number and pay scale of project staff.

vii. Adoption to Standard Pay Package-2026 shall require revision/ approval of PC1x 1 from the competent forum.

viii. The Projects employees will be appointed on contract basis in PSDP projects for an initial period not exceeding two years which will be extendable further till the completion period of the project on yearly basis after Evaluation of their performance.

ix. No additional facility, in addition to the revised Standard Pay Package, shall be admissible for PSDP Projects' employees.

x. This pay package shall not be admissible to those who are re-employed/appointed on contract after their retirement. They may, be allowed pay and allowances, as per provisions of the contract policy of the Establishment Division issued vide their O.M. No.F.10/52/95-R-2 dated 18th July, 1996 and as amended from time to time.

xi. Those retired Government servants who compete with others from the private sector for appointments against projects positions on the basis of open competition and are selected on merit should be entitled to the package, perks and privileges_ laid down for that positions in the projects according to the clarification issued through Establishment Division's- 0.M.No.10/67/2004- R-2, dated 21-06-2005 or as revised from time to time.

xii. The officers/officials granted additional charge of the posts of projects in addition to their own duties will be entitled to draw additional charge allowance @ 20% of the basic pay, in addition to their own pay/allowances of their regular posts subject to maximum Rs.20,000/- per month or at revised from time to time.

xiii. This pay package will not be admissible to those project employees whose services/posts are transferred to the non-development side after completion of the project, from the date of their transfer.

xiv. The payment of pay package of project staff will be stopped from the date of transfer of theirs service/post to any other establishment.

xv. On transfer of project posts to the non-development side, such posts shall be filled in the prescribed manner in regular Basic Pay Scale and incumbents of such posts shall be treated as fresh employees of the Ministries/ Divisions/ Departments and not for the projects.

xvi. If an employee of the project is selected on a post of the non-development side, he will be appointed at the initial stage of the relevant Basic Pay Scale, and his pay and service rendered in the project shall not be protected/counted for any purpose i.e. pay, pension and seniority etc.

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xvii. Delegation of power to appoint project staff in PPS 11&12 to Ministers In-charge along with recommendation to include one representative each from Finance Division, Establishment Division and Planning Division in Selection Committee for ensuring transparency in recruitment process.

xviii. Partial amount (10%-20%) of pay in addition to normal salary for senior positions (PPS-10 and above) shall be linked with evaluation based on measurable KPIs.

xix. Project Director on Special Pay Package with defined bench marks should invariably be included for the project PC-I costing Rs.100 billion and above. However, the approving forum i.e. ECNEC may decide emolument for grant of Special Pay Package depending on the requirement and complexity of each project and shall incorporate in its decision sheet explicitly.

xx. Project Directors for projects exceeding Rs.100 billion can be employed on Special Pay Package with enhancement. However, such Package should invariably be included in the PC-I and ECNEC shall decide.

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