

## **Job Descriptions are as follows:**

### **Position 1: Chief Executive Officer (CEO)**

Location: Islamabad

Employment Type: Full-Time

#### **Role Overview**

Our client, a State Owned Enterprise (SOE) —seeks an energetic, outcomes-driven CEO to deliver an enterprise-wide transformation: stabilize core systems, , oversee the development and rollout of next-generation core systems, scale Digital Invoicing/POS/SWAPS, and stand up a central data hub for data-driven tax compliance.

#### **Role Purpose**

The CEO will lead this enterprise-wide transformation end-to-end—shaping strategy, building high-performance teams, delivering next-generation platforms, and institutionalizing data-driven compliance while ensuring resilient, secure, and dependable “business as usual” operations.

#### **Context for the Role**

- Strengthen security and governance across legacy systems while accelerating new platform builds.
- Plug leakages, improve journeys, and extend rollouts of key “sensor” systems, including Digital Invoicing, Point-of-Sale (POS), SWAPS, and Production Monitoring.
- Build IRIS 3.0, the future digital Tax Operating Model of Pakistan, leveraging sensor systems and integrating data and AI/ML for compliance optimization, in partnership with Government stakeholders.
- Operate under clear service-level accountability with the financial and delivery autonomy necessary for execution at pace.

#### **Key Responsibilities**

##### **1) Strategy, Vision & Delivery Leadership**

- Own and iterate the transformation roadmap and operating model; align Board, and government stakeholders on scope, milestones, and success metrics.
- Translate strategy into an executable portfolio covering BAU stabilization, platform modernization (IRIS 3.0), and economy-wide rollout of data “sensors.”
- Secure and steward the financial and delivery autonomy required to execute; put SLAs in place for clarity of accountability.

##### **2) Platform & Data Modernization**

- Oversee stabilization and evolution, ensuring secure, modular, and scalable architecture.

- Lead rollout scale-up for Digital Invoicing, POS, and SWAPS; integrate Production Monitoring and third-party/industry systems.
- Build a central data hub and advanced analytics/ML capabilities to enable automated, risk-based compliance and facilitation.

### **3) Cybersecurity, Risk & Compliance**

- Institutionalize robust data governance, access controls, auditability, and separation of duties across all critical platforms.
- Close security gaps and enforce secure software delivery, including continuous vulnerability management and red/blue-team testing.
- Ensure regulatory compliance, privacy-by-design, and secure interfaces/APIs with public and private-sector partners.

### **4) People, Culture & Operating Model**

- Recruit and empower a modern executive team (e.g., CTO, Chief Data Officer (Data/AI), Chief Domain Officer (Law & Policy), CISO, Head of Platforms, Head of Service Operations) and a delivery organization capable of operating at national scale.
- Reset culture toward accountability, transparency, and service excellence; institute performance management and capability-building programs.
- Manage transition from legacy structures to a high-performing matrix with clear product/platform ownership and agile delivery disciplines.

### **5) Stakeholder Management & Partnerships**

- Build trusted relationships with leadership, Ministry of Finance, provincial authorities, and regulators like SBP and SECP.
- Engage industry associations, banks, system integrators, and other stakeholders to accelerate rollouts and interoperability.
- Communicate progress, risks, and mitigation plans to the Board and external oversight bodies with rigor and candor.

### **First-6-Months Priorities**

- Commission and actively steer a world-class consulting partner (e.g., top-tier strategy or Big 4 firm) to co-develop the future-state Operating Model for Pakistan—covering target architecture (applications, data, integration, security), and a phased implementation roadmap aligned to mandates.
- Stabilize existing systems and complete critical security and data-governance hardening.
- Publish and begin executing the detailed transformation roadmap for central data hub, and sensor rollouts.
- Agree SLAs and secure a multi-year funding envelope and delivery autonomy necessary for execution.
- Stand up an empowered executive team and re-baseline the delivery organization with clear product/platform ownership.

### **Outcomes (24 Months)**

- IRIS 3.0 Sales Tax designed, built and rolled out; IRIS 3.0 Income Tax designed, built and rolled out.

- Sensor coverage scaled nationally across Digital Invoicing, POS, and SWAPS; production monitoring integrated with officer journeys.
- Central data hub operational; risk-based analytics and ML models actively informing compliance actions and journeys.
- Service reliability, security posture, and customer experience measurably improved against SLAs.

## **Candidate Profile**

### **Experience**

- 15+ years in large-scale digital platforms, data ecosystems, or mission-critical public-service systems; 7+ years in senior P&L or transformation leadership roles.
- Proven delivery of multi-year, complex transformation in government, financial services, telecom, large industrial, or national infrastructure contexts.
- Hands-on stewardship of modern software delivery, data platforms (lakes/warehouses), and cybersecurity programs.

### **Leadership Competencies**

- Strategic clarity with execution bias; able to simplify, prioritize, and deliver at pace.
- Builder mentality: hires well, delegates ownership, and scales teams and culture.
- Stakeholder fluency across government and private sector; strong communication and risk management.
- Data-driven and outcome-oriented; insists on measurable impact and public-service excellence.

### **Education**

- Bachelor's degree in Computer Science/Engineering or related discipline required; advanced degree preferred.

### **Key Performance Indicators (indicative)**

- **BAU Availability & Security:** Uptime vs SLA; critical incident MTTR; closure of high-severity vulnerabilities; audit findings resolved.
- **Future Platform Delivery:** IRIS 3.0 milestone delivery vs roadmap; successful journey releases; integration throughput.
- **Sensor Scaling:** Digital Invoicing and POS coverage growth; SWAPS rebuild and rollout progress; production monitoring integrations.
- **Data & Compliance Impact:** Central data hub readiness; ML model deployment; measurable uplift in compliance and facilitation metrics.
- **People & Culture:** Executive team in place; talent retention and hiring velocity; delivery productivity.
- **Governance & Autonomy:** SLAs executed; multi-year funding security; on-time/within-budget delivery performance.

### **Terms & Location**

- **Location:** Islamabad, Pakistan.

- **Contract:** Full-time, competitive market-leading compensation, performance-linked incentives.
- **Reporting:** To Board of Directors

## How to Apply

Please submit a detailed Curriculum Vitae/Resume and cover letter outlining relevant transformation achievements and platform delivery experience to [careerpakistan.apply@gmail.com](mailto:careerpakistan.apply@gmail.com) or Career Pakistan, Third Floor, Ratta Mansion, 69W, Fazal Ul Haq Road, Block H, Blue Area, Islamabad, Pakistan **no later than 14th September, 2025.**

Applications received after the due date will not be considered in any case. Only shortlisted candidates will be contacted for assessments and interviews.

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## Position 2: Chief Technology Officer (CTO)

Location: Islamabad

Employment Type: Full-Time

### Role Overview

Our client, a State Owned Enterprise (SOE) —seeks an energetic, outcomes-driven Chief Technology Officer who would be responsible for delivering all software platforms and projects that power Pakistan’s digital Tax Operating Model. The CTO is senior-most technology leader responsible for delivering all software platforms and projects.

### Role Purpose

Lead the end-to-end technology strategy, architecture, delivery, and operations of platforms and projects—stabilizing BAU, modernizing to IRIS 3.0, scaling economy-wide digital “sensors” (Digital Invoicing, POS, SWAPS, Production Monitoring), and building a secure, data-driven foundation that enables measurable compliance uplift.

### Reporting & Team Structure

- **Reports to:** CEO
- **Direct Reports:** Head of Software Platforms; Head of Software Projects; Enterprise Architecture; Quality Engineering; Release & Change Management; IT Operations and Service Management
- **Key Peer Roles:** Chief Domain Officer (Tax Law & Policy); Chief Data Officer (Data/AI); Chief Information Security Officer (CISO); Head of Service Operations; Finance & Procurement; HR/Talent

### Key Responsibilities

#### 1) Technology Strategy, Architecture & Standards

- Own technology strategy and roadmaps aligned to the Transformation Plan, IRIS 3.0, and the future Tax Operating Model.
- Establish enterprise architecture guardrails (API-first, modular microservices, event-driven integration, secure-by-design, domain-driven design).
- Define reference architectures for core platforms (IRIS 3.0 Sales & Income Tax, DI, POS, SWAPS, Production Monitoring, Central Data Hub) and shared capabilities (identity, payments, notifications, document & evidence services).
- Chair the Architecture Review Board; govern technical standards, reuse, and interoperability across Whole-of-Government partners.

## **2) Platform Engineering & Delivery (Head of Software Platforms reports to CTO)**

- Own the multi-year modernization and delivery of IRIS 3.0 (Sales Tax first, then Income Tax) with secure, scalable, and auditable services.
- Scale “sensor” platforms: Digital Invoicing, POS, and SWAPS; integrate Production Monitoring and industry/provincial systems.
- Build shared platform services (rules engines, workflow, case management, API gateway, event bus, identity & access, observability).
- Ensure high-quality product management, backlog prioritization, and release cadence in close partnership with the Chief Domain Officer.

## **3) Project Delivery & Change (Head of Software Projects reports to CTO)**

- Deliver all time-bound programs and integrations (e.g., new taxpayer journeys, bank integrations, provincial data exchanges, legacy remediation).
- Run multi-track delivery with clear stage gates; enforce disciplined PMO practices for scope, schedule, budget, and risk.
- Ensure strong UAT, change control, and coordinated releases with Operations and field formations.

## **4) Secure, Reliable Operations (with CISO)**

- Meet or exceed SLAs for availability, performance, and support across taxpayer- and officer-facing systems.
- Mature DevSecOps, SRE, and observability (logging, tracing, metrics); enforce production change controls and rollback safety.
- Own capacity planning, performance engineering, disaster recovery and business continuity (regular DR tests and RTO/RPO compliance).

## **5) Data, Interoperability & Quality (with Chief Data Officer)**

- Ensure high-quality data pipelines and schemas supporting legal determinations, auditability, and analytics/ML readiness.
- Implement authoritative data sharing via APIs and secure data exchanges with FBR, provinces, and third parties (banks, industry and regulators).

## **6) Cybersecurity & Compliance (with CISO)**

- Embed security-by-design in SDLC; close vulnerabilities at pace; enforce least privilege and separation of duties.
- Ensure auditability (immutable logs, evidence services) and compliance with applicable laws/regulations and FBR directives.

## **7) Talent, Culture & Vendor Ecosystem**

- Build a high-performing engineering organization; hire, mentor, and retain top-tier platform, data, security, and QA talent.
- Institutionalize modern engineering practices (agile at scale, automated testing, CI/CD).
- Lead vendor strategy and performance management (global consultants, system integrators, OEMs); negotiate contracts tied to outcomes.

## **8) Stakeholder Management & Governance**

- Provide transparent delivery reporting to the CEO, Board, and FBR; escalate risks early with mitigation plans.
- Work closely with the Chief Domain Officer to translate law/policy into executable platform rules and journeys.
- Partner with the CEO/CDO to steer a world-class consulting firm in defining the future-state Tax Operating Model and architecture runway.

## **First-6-Months Priorities**

- Stabilize BAU: achieve target SLAs for availability, performance, and incident response; close critical/high vulnerabilities; implement centralized observability.
- Publish the IRIS 3.0 (Sales Tax) architecture runway and delivery plan; stand up cross-functional product teams with domain sign-offs; initiate first production releases addressing top leakages and taxpayer/officer pain points.
- Scale DI and POS coverage and rebuild SWAPS on the DI model; integrate initial production monitoring data flows.
- Support the CEO in commissioning a top-tier consulting partner for the future-state Tax Operating Model and IRIS 3.0 roadmap; align on phased implementation and benefits case.

## **Outcomes (24 Months)**

- IRIS 3.0 live and scaling; Income Tax design complete with rollout underway; measurable improvements in filing accuracy and processing time.
- DI, POS, and SWAPS scaled with significant coverage; production monitoring integrated; seamless data exchanges with stakeholders.
- Central data hub integrated with platforms; high-quality, policy-compliant datasets powering analytics and ML use cases.
- Demonstrable uplift in reliability (SLA attainment), security posture (vulnerability closure, audit outcomes), and delivery throughput.

## **Candidate Profile**

### **Experience**

- 15+ years building and operating large-scale digital platforms or national-scale public-service systems; 7+ years in senior technology leadership delivering complex, multi-year transformations.
- Proven track record leading platform modernization (microservices, APIs, event-driven integration), large integration programs, and secure operations.

- Experience in government, financial services, telecom, or similar high-availability, high-integrity environments; public-sector experience is a plus.

### **Education & Credentials**

- Bachelor's degree in Computer Science/Engineering or related discipline required; advanced degree preferred.

### **Leadership & Technical Competencies**

- Systems and product thinking; converts strategy into executable roadmaps and reliable releases.
- Expertise in enterprise architecture, platform engineering, DevSecOps, SRE/observability, data integration, and performance engineering.
- Strong vendor and stakeholder management; exceptional communication and risk management.
- High integrity and public-service mindset; drives measurable outcomes and culture change.

### **Key Performance Indicators (indicative)**

- **Reliability & Security:** SLA attainment; MTTR; change failure rate; critical vulnerability closure time; audit findings resolved.
- **Delivery Throughput & Quality:** Roadmap milestone achievement; DORA metrics; defect escape rate; UAT pass rate; on-time/on-budget delivery.
- **Platform Scale & Adoption:** DI/POS/SWAPS coverage; IRIS 3.0 rollout milestones; successful integrations with external partners.
- **Data Readiness:** Pipeline freshness; data quality SLAs; lineage and explainability coverage for policy-critical determinations.
- **People & Culture:** Leadership hires in place; attrition within target; training completion; engagement scores.
- **Cost & Efficiency:** Run-rate vs. budget; infrastructure utilization; reuse of shared services/components.

### **Terms & Location**

- **Location:** Islamabad, Pakistan
- **Contract:** Full-time; competitive market-leading compensation with performance-linked incentives
- **Reporting:** CEO

### **How to Apply**

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