

Government of Pakistan
Finance Division
(HRM Wing)

No.F.8(9)HR-I/2025-

Islamabad, the 16th April, 2026

OFFICE MEMORANDUM

Subject:- **POSTING OF ECONOMIC MINISTERS (BS-20 & BS-21) IN
PAKSITAN MISSIONS ABROAD (USA, CHINA, KSA AND UK)**

The undersigned is directed to refer to the subject noted above and to invite nominations of interested Officers in BS-20 / BS-21 to fill up the posts of Economic Ministers in the Embassies of Pakistan, Washington, Beijing, Riyadh and London purely on deputation basis for a period of three years. Such appointment will be regulated in accordance with Establishment Division's O.M. No.4/3/2016-T-IV, dated 21.10.2020.

2. General instructions to apply for the subject posts are as under:-

- i. The "*Selection Criteria and Performance Management Framework*" of the these posts are available on Finance Division's website <https://www.finance.gov.pk/>.
- ii. Only shortlisted candidates will be called for written test which will be conducted by **Institute of Business Administration (IBA) Karachi or Lahore University of Management Science (LUMS)** as the case may be.
- iii. The candidates who qualify the written test will be called for interview.
- iv. The management reserves the right to reject any or all applications without assigning any reason or cancel partial or whole selection process at any stage.
- v. No TA/DA will be admissible for appearing in the test / interview.
- vi. Incomplete application / nomination **OR** received after due date **OR** did not receive through cadre administrator shall not be entertained.

3. All Ministries/Divisions and the Provincial Governments are requested to forward suitable nominations to **Finance Division (HR-I Section / Room No.332), "Q" Block, Pak. Secretariat, Islamabad** latest by **30.04.2026** along with the following documents for each post:-

- i) Detailed Curricula Vitae of the nominated Officers.
- ii) Bio-data as per **Annexed**.
- iii) PER Synopsis for the last five years.
- iv) A certificate to the effect that no disciplinary proceedings are pending against the nominee (in respect of APUG Officers such certificates shall be issued by the Cadre Administrator).


(ISHTIAQ AHMAD)
Section Officer (HR-I)
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All Ministries / Divisions / Islamabad / Rawalpindi.

Chief Secretaries of all Provincial Governments (Lahore, Karachi, Peshawar & Quetta) and Special Areas i.e. AJ&K / Gilgit-Baltistan.

Copy to:

- All Additional Finance Secretaries, Finance Division
- All Senior Joint Secretaries/Joint Secretaries, and BS-20 Officers of Finance Division.
- Web Master, Finance Division, Islamabad.


Section Officer (HR-I)

Government of Pakistan
Finance Division
(HRM Wing)

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**Selection Criteria and Performance
Management Framework**

**For the Posts of Economic Ministers Embassies of Pakistan's
Missions Abroad**

Sr. No.	Post	Page No.
1.	Embassy of Pakistan, Washington, DC, USA	1-3
2.	Embassy of Pakistan, Beijing, China	4-6
3.	Embassy of Pakistan, Riyadh, Kingdom of Saudi Arabia (KSA)	7-9
4.	Embassy of Pakistan, London, UK	10-12



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Selection Criteria and Performance Management Framework

Post Title	Mission / Station	BPS
Economic Minister/Financial Adviser	Washington, DC, USA	20/21
Eligibility Criteria		
- Officers of BS-20 & BS-21 of the Federal Government, having served at least for 03 years in Economic Ministries/Divisions (i.e. Finance, Economic Affairs, Planning Development & Special Initiatives, Privatization, Board of Investment, Industries & Production, Energy, Commerce), in the Economic Affairs Wing of the Prime Minister's Office (PMO). Officers of BS-20&BS-21 having served for 03 years in Provincial Government Departments such as Finance, Industries, Trade & Investment, Energy and Planning & Development are also eligible if they served for at least one year in any of the Economic Ministry / Division in the Federal Government. - Upper age limit is 55 years (on the closing date to submission of applications). - Sound knowledge of Pakistan Economy as well as International Financial Institutions (IFIs) – IMF and World Bank; issues of concern for Pakistan like the Indus Water Treaty and IMF Programmes; US Capital Markets; changing trade dynamics owing to the new US trade policy and its implications for the world and Pakistan; and US-Pakistan trade balance and issues. - Having at least "Very Good" PERs record for the last five years.		
General conditions for ineligibility		
- Officer who does not fulfill requirements of the post as detailed in the Job Description. - Officers against whom there is disciplinary proceedings. - Officers who do not apply through proper channel. Note: An officer will be eligible for two tenures of foreign posting in his entire service, provided that there shall be an intervening period of at least three years between two such tenures.		
Job Description Summary		
- The Economic Minister serves as the Government of Pakistan's senior-most economic representative in the United States, anchoring Pakistan's engagement with the world's most influential financial, policy, and innovation ecosystem. Based in Washington, D.C., the position is strategically positioned to advance Pakistan's economic diplomacy with the U.S. government, international financial institutions (IFIs) such as the IMF and World Bank, major think tanks, venture networks, and the Pakistani-American business community. - The Economic Minister's mandate goes beyond conventional trade or commercial functions. It focuses on policy alignment, investment facilitation, development finance mobilization, and narrative-building to strengthen Pakistan's standing in U.S. and global economic policy circles. The role emphasizes cultivating high-level relationships with the U.S. Department of Treasury, Commerce, USAID, USTR and Capitol Hill committees engaged in economic and development policy. - A central mission is to position Pakistan as a credible, reform-driven, and investment-ready economy, capable of engaging on equal footing in areas such as climate resilience, digital transformation, infrastructure finance, and sustainable development. The Economic Minister also acts as Pakistan's key interlocutor with Washington-based think tanks (e.g., Brookings, CSIS, Atlantic Council) and multilateral development platforms, ensuring that Pakistan's reform narratives are well understood and its strategic interests well represented. - The position carries a strong emphasis on institutional continuity, analytical excellence, and legacy building, with structured documentation of partnerships, ongoing dialogues, and economic intelligence to enable seamless transitions and long-term impact.		

Key Performance Indicators (KPIs)

- Strengthened Pakistan's visibility and credibility within the IMF, World Bank, U.S. Treasury, and major economic think tanks.
- Increased frequency and quality of Pakistan's participation in global economic policy dialogues, development finance forums, and reform discussions.
- Facilitated concessional or blended finance flows into Pakistan's priority sectors such as energy transition, climate resilience, infrastructure, and education.
- Identified and pursued innovative financing models with international financial institutions and U.S. development agencies.
- Facilitated dialogues on financing avenues, including potential investment bonds, green finance instruments, and access to U.S. capital markets, e.g. Pakistani companies listed on NASDAQ and the New York Stock Exchange (NYSE).
- Engaged with venture capital, technology firms, and impact investors to promote Pakistan's startup and digital economy ecosystem.
- Established partnerships with U.S. innovation accelerators and universities for research collaboration, technology transfer, and skills development.
- Delivered timely, data-driven briefs and analytical reports on U.S. economic trends, IFI policy developments, and funding opportunities relevant to Pakistan.
- Produced issue-focused policy notes for the Ministry of Finance, Planning Commission, and the Special Investment Facilitation Council (SIFC).
- Mobilized the Pakistani-American professional and business community for investment, mentorship, and advocacy in Washington and other major U.S. cities.
- Facilitated B2B linkages between Pakistani firms and U.S. industry networks, with emphasis on fintech, agritech, health, and clean energy.
- Represented Pakistan regularly at panels, roundtables, and conferences organized by IFIs, think tanks, and policy centers.
- Organized the annual Pakistan-U.S. Development and Innovation Dialogue and quarterly thematic policy roundtables.
- Maintained repositories of stakeholder contacts, event blueprints, and project pipelines to support institutional continuity.
- Developed structured handover mechanisms to ensure continuity of economic diplomacy efforts.

Work Plan & Timeline (Indicative)

Work stream	Activities	Timeline
IFI & Policy Engagement	Regular liaison with IMF / World Bank country teams; participation in Spring/Annual Meetings; policy briefings to IFI Boards and U.S. agencies.	Continuous+ Bi-annual
Development Finance & Investment Mobilization	Facilitate financing discussions on climate projects, digital infrastructure, and public-private partnerships.	Quarterly
Think Tank & Policy Dialogue	Organize Pakistan-focused events with think tanks; develop joint research or policy reports.	Semi-annual
Diaspora & Private Sector Outreach	Engage Pakistani-American chambers, tech leaders, and investors; promote investment and knowledge exchange.	Continuous
Economic Intelligence & Reporting	Provide regular macroeconomic and policy updates; track global capital market developments.	Continuous
Institutional Coordination (HQ&SIFC)	Align IFI and U.S. engagement with Pakistan's domestic reform agenda.	Quarterly
Innovation & Academic Partnerships	Build linkages with U.S. universities, innovation labs, and R&D institutions.	Annual
Institutional Legacy Building	Create structured data bases and event calendars for successor continuity.	Year 2-3 focus

Performance Evaluation

The Economic Minister's performance will be evaluated through both quantitative outputs and qualitative outcomes, ensuring that accountability reflects both measurable achievements and the quality of strategic

engagement.		
Weight age (%)	Evaluation Category	Key Indicators / Description
40	Strategic Economic Diplomacy Outcomes	- Demonstrating measurable progress in policy influence, investment mobilization, and financing partnerships. - Providing evidence of Pakistan's enhanced standing and credibility in international financial institution (IFI) and U.S. policy circles.
20	Analytical and Reporting Quality	- Ensuring the timeliness, accuracy, and policy relevance of reports and analytical briefs. - Delivering analysis that contributes meaningfully to decision-making by headquarters and the SIFC.
15	Stakeholder and Relationship Management	- Building and maintaining diverse, high-level networks with IFIs, U.S. government departments, think tanks, and private-sector partners. - Demonstrating the quality and consistency of engagements and follow-up mechanisms.
15	Institutional Continuity and Legacy	- Maintaining comprehensive documentation, institutional memory, and structured handover processes to ensure continuity of engagement. - Preserving institutional relationships and knowledge for future incumbents.
10	Innovation and Strategic Development	- Leading initiatives in digital diplomacy, green finance, and innovation-driven partnerships. - Contributing to the modernization and global positioning of Pakistan's economic diplomacy.
Reporting Line		
The Economic Minister will functionally report to Addl: Finance Secretary (EF) who may share the reports of Economic Minister with Ministry of Commerce and BoI wherever deemed appropriate.		
Methodology		
- Performance will be assessed through a blended approach combining quantitative outputs and qualitative outcomes. 80% of the evaluation will be KPI-based, focusing on measurable results such as engagement outcomes, financing mobilized, reports delivered, and partnerships established. The remaining 20% will be based on qualitative assessments, including structured feedback from international financial institutions, U.S. government partners, think tanks, private-sector collaborators, and headquarters reviewers. - Quarterly progress reviews will monitor short-term achievements, while annual comprehensive evaluations will assess strategic impact, policy relevance, and contribution to Pakistan's long-term economic diplomacy goals. Feedback will be collected using standardized templates to ensure consistency, comparability, and fairness across evaluation cycles. This blended method will ensure accountability, adaptability, and alignment of the Economic Minister's work with Pakistan's evolving reform and investment priorities.		



Selection Criteria and Performance Management Framework

Post Title	Mission / Station	BPS
Economic Minister	Beijing, China	20/21
Eligibility Criteria		
- Officers of BS-20 & BS-21 of the Federal Government, having served at least for 03 years in Economic Ministries/Divisions (i.e. Finance, Economic Affairs, Planning Development & Special Initiatives, Privatization, Board of Investment, Industries & Production, Energy, Commerce) in the Economic Affairs Wing of the Prime Minister's Office (PMO). Officers of BS-20&BS-21 having served for 03 years in Provincial Government Departments such as Finance, Industries, Trade & Investment, Energy and Planning & Development are also eligible if they served for at least one year in any of the Economic Ministry / Division in the Federal Government. - Upper age limit is 55 years (on the closing date to submission of applications). - Good knowledge of, inter alia: Belt and Road Initiative; components of China-Pakistan Economic Corridor – energy, infrastructure and industrial cooperation; China – Pakistan Free Trade Agreement and its implications; Shanghai Cooperation Organization and expected benefits for Pakistan; Asian Infrastructure Investment Bank; and global finance. - Having at least "Very Good" PERs record for the last five years.		
General conditions for ineligibility		
- Officer who does not fulfill requirements of the post as detailed in the Job Description. - Officers against whom there is disciplinary proceedings. - Officers who do not apply through proper channel.		
Note: An officer will be eligible for two tenures of foreign posting in his entire service, provided that there shall be an intervening period of at least three years between two such tenures.		
Job Description Summary		
- The Economic Minister serves as the Government of Pakistan's senior-most economic representative in China, with a mandate that is broader and more strategic than the traditional functions of a trade-focused officer. The role is designed to place economic diplomacy at the centre of Pakistan's engagement with China, ensuring that bilateral cooperation not only strengthens through the China-Pakistan Economic Corridor (CPEC) and Special Economic Zones but also evolves into new areas such as innovation, technology transfer, green finance, and digital trade. By working with Chinese ministries, regulators, state-owned enterprises, financial institutions, and multilateral platforms, the Economic Minister acts as the primary bridge between Pakistan's economic priorities and China's rapidly transforming economy. - A defining feature of this position is its emphasis on continuity and legacy. The Economic Minister is responsible for carrying forward flagship initiatives launched by predecessors while also contributing new strategies, projects, and partnerships. The expectation is not only to deliver during the period of posting but also to institutionalize knowledge, document best practices, and leave behind a repository of plans, resources, and roadmaps that guide future incumbents. In this way, the role ensures both continuity of Pakistan's economic diplomacy and the creation of a forward-looking platform that endures beyond the tenure of any one individual. - The position also places particular emphasis on empowering small and medium enterprises (SMEs) and entrepreneurs, who require sustained support in building linkages with Chinese partners. Unlike a trade-oriented role, which focuses primarily on export promotion, the Economic Minister works to expand market access, connect Pakistani businesses to B2B platforms, facilitate skills transfer, and open pathways for joint ventures in high-growth sectors. This approach ensures that Pakistan's economic diplomacy in China remains comprehensive, inclusive, and responsive to both national priorities and the needs of private		

sector stakeholders.

Key Performance Indicators (KPIs)

- Contribution to advancing Pakistan's economic priorities under CPEC and Special Economic Zones.
- Securing financing agreements and investment in sectors such as renewable energy, artificial intelligence, agritech, fintech, and digital trade.
- Exploring and developing mechanisms for access to host-country and regional capital markets e.g. Pakistani companies listed in Shanghai Stock Exchange, and including potential issuance of yuan-denominated bonds or similar instruments to diversify Pakistan's external financing sources.
- Embedding Pakistan's interests in multilateral economic platforms, including the WTO, RCEP, and AIIB.
- Expanding market access for Pakistani businesses through SME engagement, B2B facilitation, and entrepreneurship support.
- Delivering timely, accurate, and policy-relevant economic intelligence reports on weekly, monthly, and quarterly bases.
- Providing in-depth analysis and recommendations to headquarters and the Special Investment Facilitation Council for decision-making.
- Maintaining active liaison with the Board of Investment (BOI), the Special Investment Facilitation Council (SIFC), and key economic ministries to ensure alignment between overseas economic initiatives and Pakistan's domestic investment and policy priorities.
- Building and maintaining strong relationships with Chinese ministries, the NDRC, SOEs, regulators, chambers of commerce, investors, and financial institutions.
- Facilitating meaningful B2B linkages, joint ventures, and technology transfer initiatives.
- Engaging and mobilising the Pakistani diaspora in China to attract investment and innovation partnerships.
- Carrying forward ongoing flagship and legacy projects while ensuring measurable contributions to their progress.
- Creating resource repositories, pipelines of events, and project roadmaps to ensure institutional continuity for successors.
- Documenting lessons learned and best practices to strengthen institutional knowledge.
- Proactively identifying and promoting new opportunities in climate finance, digital trade, and innovation.
- Employing digital tools and modern approaches for investment promotion and monitoring.
- Pursuing personal development in host-country language, culture, and business practices to enhance effectiveness.

Work Plan & Timeline (Indicative)

Work stream	Activities	Timeline
CPEC & SEZ Strengthening	Regular coordination with NDRC/SOE, CPEC authorities, Chinese chambers; bottleneck solution; SEZ promotion.	Ongoing—Quarterly reviews
Investment Promotion	Annual Pakistan-China Business Forum; investor roundtables; diaspora outreach. Facilitate dialogue on innovative financing avenues, including potential investment bonds, yuan-denominated instruments, and access to host-country capital markets.	Annual + Bi annual
SME & B2B Facilitation	Organize B2B delegations, catalogue opportunities for SMEs, foster incubator ties.	Semi-annual
Technology & Skills Transfer	Negotiate MOUs on skills/tech; host innovation dialogues; link Pakistani startups with Chinese accelerators.	Annual
Economic Intelligence Reporting	Weekly briefs, quarterly reviews, annual macroeconomic report for HQ.	Continuous
Policy Liaison and Institutional Coordination	Regular engagement with BOI, SIFC, and line ministries to ensure that overseas economic activities complement Pakistan's investment and reform priorities.	Quarterly
Multilateral Representation	Represent Pakistan in WTO/RCEP/AIIB forums; submit Pakistan's position papers.	As per schedule
Institutional Legacy Building	Develop repository of event plans, contacts, project pipelines for successors.	Year 2–3 focus

Performance Evaluation Matrix		
The Economic Minister's performance will be evaluated through both quantitative outputs and qualitative outcomes, ensuring that accountability is based not only on measurable achievements but also on the credibility, influence, and institutional impact of the role.		
Weight age (%)	Evaluation Category	Key Indicators / Description
40	Strategic Economic Diplomacy Outcomes	• Securing investments, new financing and technology partnerships. • Demonstrating influence in embedding Pakistan's interests in multilateral and regional economic platforms.
20	Reporting and Analytical Quality	• Number, timeliness, and relevance of economic reports. • Policy usefulness of analysis for headquarters and SIFC.
15	Stakeholder and Relationship Management	• Breadth and depth of networks with host-country ministries, SOEs, chambers, and investors. • Evidence of successful B2B link ages and diaspora engagement.
15	Legacy and Institutional Continuity	• Carrying forward key projects and ensuring smooth continuation of initiatives. • Documented repositories and roadmaps for future incumbents.
10	Innovation and Development	• Initiatives in emerging sectors such as AI, fintech, and climate finance. • Contribution to modernizing Pakistan's economic diplomacy toolkit.
Reporting Line		
The Economic Minister will functionally report to Addl: Finance Secretary (EF) who may share the reports of Economic Minister with Ministry of Commerce and BoI wherever deemed appropriate.		
Methodology		
The evaluation process will be based on a blended approach, with 80 percent drawn from KPI-based measurable outputs and outcomes, and 20 percent from qualitative and peer-based assessments. The qualitative component will use structured template or short surveys to ensure consistency and avoid subjectivity. Feedback will be incorporated from private sector partners, diaspora representatives, and headquarters reviewers, with inputs channelled through the Embassy or headquarters to safeguard against conflict-of-interest concerns. Given the specific context of China, formal feedback from host-country government counterparts may not always be practical to obtain. Instead, qualitative assessment will primarily rely on Pakistani businesses operating in China, diaspora networks, trade delegations, and relevant institutional partners. Evaluations will be conducted quarterly as progress reviews and annually as comprehensive assessments, allowing for timely course correction and a balanced understanding of both immediate performance and long-term contributions.		



Selection Criteria and Performance Management Framework

Post Title	Mission / Station	BPS
Economic Minister	Riyadh, Kingdom of Saudi Arabia (KSA)	20/21
Eligibility Criteria		
- Officers of BS-20 & BS-21 of the Federal Government, having served at least for 03 years in Economic Ministries/Divisions (i.e. Finance, Economic Affairs, Planning Development & Special Initiatives, Privatization, Board of Investment, Industries & Production, Energy, Commerce) in the Economic Affairs Wing of the Prime Minister's Office (PMO). Officers of BS-20&BS-21 having served for 03 years in Provincial Government Departments such as Finance, Industries, Trade & Investment, Energy and Planning & Development are also eligible if they served for at least one year in any of the Economic Ministry / Division in the Federal Government. - Upper age limit is 55 years (on the closing date to submission of applications). - Good knowledge of, inter alia: Capital Market Authority (CMA) and Tadawul, Saudi Banks and Corporate Groups, the Islamic Development Bank (IsDB), major Multilateral and Bilateral Development Partners, and the large Pakistani diaspora. - Having at least "Very Good" PERs record for the last five years.		
General conditions for ineligibility		
- Officer who does not fulfill requirements of the post as detailed in the Job Description. - Officers against whom there is disciplinary proceedings. - Officers who do not apply through proper channel. Note: An officer will be eligible for two tenures of foreign posting in his entire service, provided that there shall be an intervening period of at least three years between two such tenures.		
Job Description Summary		
- The Economic Minister serves as the Government of Pakistan's senior-most economic representative in the Kingdom of Saudi Arabia, with a mandate that extends beyond traditional trade and commercial duties. Based in Riyadh (with outreach to Jeddah, Dammam and other economic centers), the post is tasked with advancing Pakistan's strategic economic and investment priorities through high-level engagement with Saudi ministries, sovereign and institutional investors, the Capital Market Authority (CMA) and Tadawul, Saudi banks and corporate groups, the Islamic Development Bank (IsDB), major multilateral and bilateral development partners, and the large Pakistani diaspora. - The role emphasizes mobilizing investment and development finance, facilitating Islamic finance and sukuk structures, supporting project preparation and Public-Private Partnerships (PPPs), promoting capital-market linkages, and enabling technology, skills and industrial partnerships. The Economic Minister must combine practical deal-making with robust policy analysis, effective stakeholder management, and institutional continuity — ensuring Pakistan's reform narrative and investment opportunities are clearly presented to Saudi public- and private-sector decision-makers.		
Key Performance Indicators (KPIs)		
- Secured MOUs, LOIs, and firm investment commitments from Saudi sovereign, institutional, and private investors across Pakistan's priority sectors, including energy transition, infrastructure, SEZs, mining, agribusiness, manufacturing, and digital infrastructure. - Mobilized concessional, blended, and co-financing facilities in partnership with the Islamic Development Bank, Saudi development funds, and export credit agencies. - Advanced multiple bankable projects to the due-diligence, term-sheet, or financial-close stage with active Saudi investor engagement. - Developed and investor-tested sukuk and Islamic-finance structures while driving progress on Riyal/Islamic		

bond placements and enhancing Saudi and regional investor participation in Pakistan's capital-market offerings.

- Generated high-value B2B linkages, trade-facilitation outcomes, and industrial partnerships between Saudi and Pakistani enterprises.
- Mobilized diaspora capital, mentorship networks, and trade and investment pipelines through targeted outreach and curated engagement events.
- Delivered timely, policy-relevant analytical briefs, investment proposals, and situation reports for the Ministry of Finance, Planning Commission, and the Special Investment Facilitation Council (SIFC).
- Maintained updated stakeholder repositories and project pipelines and prepared a structured handover package to ensure institutional continuity for successors.

Work Plan & Timeline (Indicative)

Work stream	Activities	Timeline
Sovereign & Sovereign-backed Engagement	Regular liaison with Public Investment Fund of Saudi Arabia (PIF), Saudi Arabian Monetary Authority (SAMA), Ministry of Investment, IsDB and relevant ministries; high-level pitch meetings and investor follow-ups; packaging projects for Saudi investor review.	Continuous; Quarterly high-level engagements
Investment Mobilization & Project Finance	Identify bankable projects; coordinate feasibility, due diligence and IsDB/PIF interest; arrange blended finance structures and co-financing.	Quarterly project panels; project-to-close timelines vary (6–24 months)
Islamic Finance & Capital Markets	Facilitate sukuk structuring, Riyal/Islamic bond placement support, and engagement with CMA/Tadawul and Gulf asset managers; investor roadshows.	Semi-annual road shows; continuous market liaison
Diaspora & Private Sector Outreach	Activate Pakistani chambers, business councils, and diaspora investors; host investor roundtables in Riyadh/Jeddah/Dammam.	Continuous; Bi-monthly events
Energy & Green Finance	Engage Saudi energy and green funds for renewables, green hydrogen, and energy transition projects; package climate finance proposals.	Quarterly deep dives; annual investment forum
SEZ / Industrial & Trade Linkages	Promote SEZs and manufacturing partnerships; organize B2B missions; negotiate anchor investments.	Semi-annual missions
Academic & Tech Partnerships	Link Pakistani universities and startups with KAUST, NEOM innovation programmes, and Saudi accelerators; pursue tech transfer MOUs.	Annual partnerships, accelerator intakes
Economic Intelligence & Reporting	Weekly briefs on Saudi economic / regulatory developments; monthly investment opportunity notes; ad-hoc policy memos to the Ministry of Finance, Planning Commission, and the Special Investment Facilitation Council (SIFC).	Weekly / Monthly / Ad-hoc
Institutional Continuity	Maintain repositories, MOUs, event blueprints, and a successor handover pack.	Build Year 1; maintain continuously

Performance Evaluation Matrix

The Economic Minister's performance will be evaluated through both quantitative outputs and qualitative outcomes, ensuring that assessment reflects both measurable achievements and the quality of strategic engagement.

Weight age (%)	Evaluation Category	Key Indicators / Description
40	Strategic Economic Diplomacy Outcomes	• Demonstrable progress in mobilizing Saudi investment and financing commitments. • Measured increase in investor commitments, MOUs/LOIs, and projects advanced to term sheets or financial close.
20	Analytical and Reporting Quality	• Timeliness, accuracy and policy relevance of briefs, investment proposals and pipeline reports. • Utility of analysis for decision-making by

15	Stakeholder and Relationship Management	• Breadth and depth of networks with PIF, SAMA, Ministry of Investment, IsDB, Tadawul, banks and corporate groups. • Quality of engagement and follow-up that leads to actionable investor interest.
15	Institutional Continuity & Legacy	• Maintenance of project pipelines, stakeholder repositories and structured handover deliverables. • Evidence of sustained relationships and knowledge transfer for successors.
10	Innovation and Strategic Development	• Initiatives in green finance, Islamic finance instruments, technology partnerships, and SEZ/industrial linkages. • Successful piloting of new financing models or accelerator partnerships.

Reporting Line

The Economic Minister will functionally report to Addl: Finance Secretary (EF) who may share the reports of Economic Minister with Ministry of Commerce and BoI wherever deemed appropriate.

Methodology

Performance will be assessed using a blended approach: 80% KPI-based measurable outputs (investment commitments, finance mobilized, projects progressed, events organized, reports delivered) and 20% qualitative assessment drawing on structured feedback from the Ministry of Finance, Planning Commission, and the Special Investment Facilitation Council (SIFC), private-sector partners, Saudi counterparts and diaspora stakeholders. Quarterly progress reviews will monitor short-term achievements; annual comprehensive evaluations will assess strategic impact and alignment with Pakistan's economic diplomacy objectives.

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Selection Criteria and Performance Management Framework

Post Title	Mission / Station	BPS
Economic Minister	London, United Kingdom	20/21
Eligibility Criteria		
- Officers of BS-20 & BS-21 of the Federal Government, having served at least for 03 years in Economic Ministries/Divisions (i.e. Finance, Economic Affairs, Planning Development & Special Initiatives, Privatization, Board of Investment, Industries & Production, Energy, Commerce) in the Economic Affairs Wing of the Prime Minister's Office (PMO). Officers of BS-20&BS-21 having served for 03 years in Provincial Government Departments such as Finance, Industries, Trade & Investment, Energy and Planning & Development are also eligible if they served for at least one year in any of the Economic Ministry / Division in the Federal Government. - Upper age limit is 55 years (on the closing date to submission of applications). - Good knowledge of, inter-alia: Brexit and post-Brexit action plan for Pakistan; UK Capital Market; economic / trade disputes and other arbitrations in the courts of London; International Centre for Settlement of Investment Disputes; UK-Pakistan trade balance. - Having at least "Very Good" PERs record for the last five years.		
General conditions for ineligibility		
- Officer who does not fulfill requirements of the post as detailed in the Job Description. - Officers against whom there is disciplinary proceedings. - Officers who do not apply through proper channel.		
Note: An officer will be eligible for two tenures of foreign posting in his entire service, provided that there shall be an intervening period of at least three years between two such tenures.		
Job Description Summary		
- The Economic Minister serves as the Government of Pakistan's senior-most economic representative in the United Kingdom, with a mandate broader and more strategic than that of a traditional trade or commercial officer. The position anchors Pakistan's economic diplomacy within one of its most significant partner countries, which is home to an extensive Pakistani diaspora, a dynamic financial ecosystem, and critical policy centres that shape global economic discourse. The role focuses on expanding market access, fostering innovation and investment partnerships, and leveraging the diaspora's influence in finance, technology, academia, and entrepreneurship to advance Pakistan's economic priorities. - Beyond traditional trade promotion, the Economic Minister's mission is to deepen institutional collaboration across investment, innovation, and sustainability. This includes working closely with UK government departments, financial institutions, chambers of commerce, and multilateral platforms to mobilize capital for Pakistan's key sectors, particularly climate finance, fintech, renewable energy, higher education, and digital services. - A key feature of the role is continuity and institutional legacy. The Economic Minister carries forward ongoing initiatives while introducing new ones that strengthen bilateral economic cooperation. The position emphasizes documentation of lessons learned, development of repositories of partnerships and resources, and creation of event pipelines to ensure that successors can build seamlessly on established foundations.		
Key Performance Indicators (KPIs)		
- Advancement of Pakistan's economic and investment interests in the UK through expanded market access and bilateral cooperation. - Mobilization of diaspora capital and expertise into priority sectors such as technology, renewable energy, education, and creative industries. - Establishment of partnerships with UK innovation hubs, accelerators, and financial institutions to support Pakistani SMEs and startups.		

- Facilitation of dialogues on innovative financing avenues, including potential investment bonds, green finance instruments, and access to UK capital markets, e.g. Pakistani companies listed in London Stock Exchange (LSE).
- Strengthening engagement with the UK Department for Business and Trade, City of London institutions, and key private sector players to position Pakistan as an emerging investment destination.
- Organizing annual Pakistan-UK Business and Innovation Forum and quarterly thematic roundtables focused on investment, digital economy, and climate collaboration.
- Delivering timely, analytical, and policy-relevant economic reports and briefs for headquarters and the Special Investment Facilitation Council (SIFC).
- Maintaining active liaison with the Board of Investment (BOI), SIFC, and relevant Ministries to align overseas initiatives with Pakistan's domestic priorities.
- Facilitating high-value B2B linkages, academic and research partnerships, and skills-exchange programmes.
- Strengthening institutional relationships with UK trade bodies, financial regulators, venture networks, and diaspora organizations.
- Carrying forward flagship initiatives while leaving behind structured repositories of contacts, event plans, and project pipelines.
- Contributing to modernizing Pakistan's economic diplomacy through use of digital platforms, data-driven promotion, and stakeholder mapping.
- Promoting personal development through deeper understanding of the UK business environment, regulatory systems, and innovation culture.

Work Plan & Timeline (Indicative)

Work stream	Activities	Timeline
Market Access & Investment Promotion	Pakistan-UK Business & Innovation Forum; diaspora investment road shows; investor roundtables; engagement with City of London and venture networks. Facilitate dialogue on innovative financing avenues, including potential investment bonds, green finance, and access to UK capital markets.	Annual + Bi-annual
SME & B2B Facilitation	Support Pakistani SMEs in entering UK supply chains; link entrepreneurs with incubators and accelerators; organise sector-specific networking events.	Semi-annual
Diaspora Engagement	Mobilize diaspora business councils and professional associations; channel diaspora capital and expertise into Pakistan's priority sectors.	Continuous
Innovation & Skills Cooperation	Forge partnerships between universities, innovation parks, and R&D institutions; promote tech transfer and joint research.	Annual
Economic Intelligence & Reporting	Regular reporting on UK macroeconomic trends, trade policy developments, and financial regulation changes relevant to Pakistan.	Continuous
Policy Liaison & Institutional Coordination	Engage BOI, SIFC, and line ministries to align embassy-led initiatives with national economic reforms.	Quarterly
Multilateral & Thematic Representation	Represent Pakistan in trade-policy, climate-finance, and investment-related discussions at the Common wealth, WTO, and relevant UK-based platforms.	As per schedule
Institutional Building Legacy	Develop repositories of contacts, event plans, and project pipelines for successor continuity.	Year 2–3 focus

Performance Evaluation Matrix

The Economic Minister's performance will be evaluated through both quantitative outputs and qualitative outcomes, ensuring that accountability reflects both measurable achievements and the quality of strategic engagement.

Weight age (%)	Evaluation Category	Key Indicators / Description
40	Strategic Economic Diplomacy Outcomes	• Securing investments, partnerships, and diaspora-led initiatives. • Demonstrating progress in embedding

		Pakistan's economic priorities within UK institutions and policy forums.
20	Reporting and Analytical Quality	• Ensuring the timeliness, accuracy, and policy relevance of reports. • Providing analysis that supports decision-making by headquarters and the SIFC.
15	Stakeholder and Relationship Management	• Building and maintaining diverse networks across UK government, business, and diaspora sectors. • Strengthening B2B, innovation, and financial linkages that Advance Pakistan's economic objectives.
15	Legacy and Institutional Continuity	• Maintaining and advancing legacy initiatives while ensuring comprehensive documentation for successors. • Preserving institutional memory and continuity of economic diplomacy.
10	Innovation and Development	• Leading or supporting initiatives in fintech, green finance, and digital trade. • Contributing to the modernization and digital transformation of Pakistan's economic diplomacy.

Reporting Line

The Economic Minister will functionally report to Addl: Finance Secretary (EF) who may share the reports of Economic Minister with Ministry of Commerce and BoI wherever deemed appropriate.

Methodology

Performance will be assessed through a blended approach: 80% KPI-based (measurable outputs and outcomes) and 20% qualitative and peer-based evaluation. Qualitative feedback will be gathered from private-sector partners, diaspora associations, and HQ reviewers through structured templates to ensure consistency.

Evaluations will occur quarterly (progress reviews) and annually (comprehensive review), ensuring both accountability and adaptability.

Bio-Data Form

PASTE
PASSPORT
SIZE
PHOTOGRAPH

Application for the Post Economic Minister(s) Embassy of Pakistan			
Washington, DC-USA	Riyadh, KSA	Beijing, China	London, UK

1. PERSONAL DETAIL

Name of Applicant		Father's Name			
Date of Birth		Age (As on 30.04.2026)	Y	M	D
Province of Domicile		CNIC No			
Contact No		E-mail Address			
Date of appointment in Govt. Service		Service Group / BPS			
Postal Address:					

2. ACADEMIC QUALIFICATION

Bachelors	Masters	Doctorate	Foreign Qualification (if any)

3. IN-SERVICE TRAINING

Training Description	Duration

4. POSTING / APPOINTMENT IN BPS-19/20/21

Ministry / Division / Department with duration	Appointment / Posting / BPS	Job Description

5. PREVIOUS FOREIGN POSTINGS

Concerned Ministry / Division	Country / Station Abroad	Duration

6. ACR GRADING (LAST FIVE YEARS)

2021	2022	2023	2024	2025

Signature of the Applicant
Dated: _____