

HIGHER EDUCATION COMMISSION PAKISTAN

POSITIONS VACANT

Applications are invited from Pakistani nationals to fill the following positions in the Higher Education Commission:

S #	NAME OF POSITION, QUALIFICATION & EXPERIENCE
1.	Member (Strategic Planning) Tenure of Contract: 2 years (Extendable) Salary Package: Rs. 950,000/- (All inclusive) No. of Post & Quota: Punjab, one position Place of posting: Islamabad Maximum Age: 62 Years Minimum Eligibility PhD degree in any discipline with a minimum of 20 years of distinguished experience in higher education, research or academic administration in government or private sector is required. At least five years' service at leadership and strategic position and proven record of strategic planning, program management and good governance is mandatory. Desirable Member (Strategic Planning) will serve as a key leader and must possess strong analytical and technical skills. He/She must be "big picture thinkers", taking a holistic sector view. He/She must work collaboratively, engaging diverse stakeholders on numerous topics, and build engagement and/or buy-in for cross-sector strategic initiatives and will also be responsible for strategy development, risk management, scenario planning, market insight, policy advice and management, financial sustainability activity, and research planning. Towards this end, the officer is expected to review and apply international best practices to address key challenges facing higher education today, including digital transformation, innovations in learning and teaching, impact of research, students' knowledge, skills and outcomes, global engagements and partnerships, etc. through data-based planning, global benchmarks, and emerging market trends.
2.	Member (Quality Assurance) Tenure of Contract: 2 years (Extendable) Salary Package: Rs. 950,000/- (All inclusive) No. of Post & Quota: Punjab, one position Place of posting: Islamabad Maximum Age: 62 Years

	Minimum Eligibility PhD Degree in any discipline with at least 20 years of distinguished experience in teaching, research, and/or academic management is required. At least five years' service at leadership and strategic position and proven record of leading quality improvement in a higher education institution is mandatory. Desirable Member (Quality Assurance) will act as a key strategic leader dedicated to establishing a culture of Total Quality Management (TQM) throughout the sector. This role focuses on evolving and fostering a quality culture across all constituencies of higher education sector especially teaching and learning, research, academic management and governance including financial proficiency, university roles and societal engagements.
3.	Member (Research, Development, and Innovation) Tenure of Contract: 2 years (Extendable) Salary Package: Rs. 950,000/- (All inclusive) No. of Post & Quota: Sindh (R), one position Place of posting: Islamabad Maximum Age: 62 Years Minimum Eligibility PhD Degree in any discipline preferably in STEM subjects with at least 20 years of distinguished experience in teaching, research, and/or academic management is required. At least five years' service at leadership and strategic position and proven record of leading senior academic or research leadership positions is mandatory. Desirable Member (Research, Development, and Innovation) will play a crucial leadership role, dedicated to strengthening the country's research output and fostering a culture of innovation within the higher education sector. This position requires a deep understanding of both national and international research systems, along with familiarity with the diverse research cultures and standards in the global higher education sector. He/She will play a pivotal role in aligning the HEIs research activities with global best practices and emerging trends, ensuring the relevance and impact of research initiatives. Member (RDI) will bring proven leadership and management experience, guiding interdisciplinary teams and fostering a collaborative environment to maximize productivity and innovation. The role requires strong knowledge of international standards and emerging practices, including intellectual property management, patent acquisition, and innovative trends in research and development.

4. **Managing Director, National Academy of Higher Education (NAHE)**

Tenure of Contract: 2 years (Extendable)
Salary Package: Rs. 950,000/- (All inclusive)
No. of Post & Quota: Merit, one position
Place of posting: Islamabad
Maximum Age: 62 Years

Minimum Eligibility

- Advanced degree preferably PhD in any discipline from HEC recognized University /Institute
- Candidates with advanced qualifications in Education, Management or HRM are encouraged to apply.

Professional Profile

- Ability to command the respect of academic peers.
- Comprehensive understanding of the role, functions, and expectations from a modern university.
- Ability to communicate, inspire, and connect
- Commitment to reform and delivery.
- High moral and ethical standards.

Experience

Demonstrable evidence of excellence and achievement in the key areas of responsibility, including:

- A minimum of 10 years' academic experience, preferably in institutional development, capacity building and training, at national and international levels.
- Knowledge and experience of design, development and management of new institutions.
- Strong experience in Capacity building and / or leading a research intensive university.

Responsibilities and Deliverable

- **Visionary Leadership:** Develop and build NAHE as a premier, globally accredited, technologically advanced and internationally distinguished institution for capacity building, training, and research on higher education.
- **Academic Leadership:** Lead the design and development of modern, high-quality capacity building programs in all relevant competencies of teaching, research, academic governance, and advocacy and collaboration.
- **Human Resource Development:** Oversee and commission research studies on capacity needs in academia, and impact assessment of capacity building programs. Build a database of academic (human) resources in Pakistan. Identify potential career pathways for existing and new entrants into academia. Organize progressive training pathways (both of-the-shelf and custom made) for faculty and staff of academic institutions. Promote change and development in Pakistani academia.
- **Global Engagement:** Work with and through renowned institutions of the world to attract top-quality human resources. Build long-term associations, undertake joint trainings, and collaborate in research on innovative techniques and technologies. Identify diverse opportunities for capacity building nationally and internationally. Develop online training content for conventional and emerging skills sets. Attract trainees from other friendly countries.
- **Outreach:** Hold national and international conferences, workshops, and symposiums, talks and show casing events. Publish online monthly, quarterly and annual reports. Organize media events, disseminate information through the NAHE website as well as social media and digital apps.
- **Financing:** Develop a business plan (both short and long-term) to move towards sustainability. Provide for 3rd Party Annual Audit Reports and make available all records publicly through the digital interface.

5.	Member (Academics) Pay Scale: BPS-22 (Regular) Minimum Age: 45 years Maximum Age: 55 years No. of Post: One Quota: Punjab Minimum Eligibility PhD degree in any discipline with 22 years' experience of teaching / research / management / leadership / administration in BPS-17 and above or equivalent including at least five years experience in BPS-21 or equivalent in Government / Semi Government organization. Experience with management of complex administrative and financial organizations is required. Candidates having research publications in journals of international repute will be preferred. Desirable Member (Academics) will serve a leadership role in the academic sector of higher learning. He/she will require to have thorough understanding of national and international academic principles, practices and requirements, including but not limited to pedagogics, curricula, educational technologies, online learning and accreditation. Experience of leading large educational institutions shall be considered as merit. Eminence in program development, its integration with market and communities will be assigned preference. Similarly, experience of work with a variety of stakeholders at national and international level particularly at policy and negotiation level would be an advantage.
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"Experience" means experience gained after obtaining the required qualification.

Application Process:

- Please apply online on the [HEC website](https://careers.hec.gov.pk): <https://careers.hec.gov.pk>. Last date for submission of online application is **March 16, 2026**.
- **Please do not send hard copies of application, CV or documents.**
- Incomplete/late applications will not be entertained.
- Part time, honorary, apprentice and internee positions will not be considered / counted as experience.
- HEC is an equal opportunity employer.
- Those already in Government Service should apply through proper channel.
- Only eligible candidates will be called for interview.
- Interviews of eligible candidates residing outside the Islamabad / Rawalpindi region and vicinity can be arranged via Audio/video conferencing at the nearest HEC offices (Karachi, Lahore, Quetta & Peshawar).
- No TA/DA will be admissible for appearing in the Test / interview.
- HEC reserves the right to reject any or all the applications or increase or decrease the number of vacancies without assigning any reason.

For any technical assistance:

UAN (051) 111-119-432 or lodge an online complaint at <https://onlinehelp.hec.gov.pk>

Aqeel Akhtar Khan, Director (HRM)

Higher Education Commission, Sector H-9, Islamabad

Phone No. 051-90401422