



# Government of Pakistan Finance Division

## VACANCY ANNOUNCEMENT

The Government of Pakistan has established the EXIM Bank of Pakistan which is a dedicated financial institution to promote the expansion and diversification of export base of Pakistan in terms of commodities, services and regions by providing export and import credit facilities, guarantees, insurance and other necessary services. The EXIM Bank intends to appoint **Chief Executive Officer**, to be posted at Head Office, situated at SBP Building, Lahore. Candidates meeting following criteria may apply.

### Qualification & Experience

- Masters or a higher Degree in Banking, Finance, Economics (or equivalent field) from HEC recognized local/foreign University/institution. Comprehensive knowledge of banking compliance regulations, banking operations, products and services will be vital.
- At least 25 years of experience, of which 10 years in leadership role in financial institutions. Preference will be given to candidate having experience in trade finance or at an export credit agency/EXIM Bank.
- Excellent written and verbal communication skills.
- Maximum age 55 years.

The above criteria may be relaxed in case the candidate possesses exceptional qualification and/or relevant progressive experience.

### Remuneration

Market based remuneration package, reflecting the level of skill and experience brought to the position, will be offered to the successful candidate.

### Key Responsibilities & Competencies

Details of Key Responsibilities and Competencies may be downloaded from Finance Division's website [www.finance.gov.pk](http://www.finance.gov.pk).

Interested candidates (**Only Pakistani Citizens**) may send their applications and detailed resume alongwith copies of relevant education/experience certificates, two passport size photos copy of CNIC to the undersigned at Room No. 312, "Q" Block Pak Secretariat Islamabad within **15 days** of publication of this advertisement.

**Note:-** Successful candidate will also have to meet Fit and Proper Test (FPT) criteria of SBP available at <http://www.sbp.org.pk/bprd/2015/C5.htm>. Only shortlisted candidates will be called for interview(s) for which no TA/DA will be paid.

**Rauf Ahmad**  
**Deputy Secretary (IF)**  
**Ph:(0092)51-9204482: Fax:(0092)51-9201152**

## **KEY RESPONSIBILITIES AND COMPETENCIES**

### **Key Responsibilities**

The incumbent will be responsible to oversee all aspects of EXIM Bank as CEO. Key responsibilities of the incumbent will include, but not limited to, the following:-

- Lay down and roll out a road map of bank's operations.
- Formulate and execute Organizational strategy keeping in view upcoming challenges, while adhering to legal framework of the Bank.
- Establish processes, procedures, and standards, to ensure achievement of Strategic Objectives and Goals of the Bank with an eye on international best practices and keeping in view of the stakeholders' requirements.
- Select and develop a team of leaders & managers for successful implementation of organizational strategy and effective operations management.
- Develop and maintain organizational values, inculcate a high performance culture through leadership by example.
- Provide growth and development opportunities to organizational members while ensuring success of institution by instilling professionalism in all team members.
- Design products and services according to the market dynamics while taking input from relevant stakeholders (Customers, Chambers of Commerce, Government agencies, EXIM banks' best practices etc) for furthering the organizational goal of boosting country's export.
- Must be a "Board savvy" and be able to advise the Board of Directors on matters relating to good Governance, Strategic Planning and Risk Management etc.
- Ensure that the bank achieves its objectives in cost-effective manner within the policy guidelines.
- Supervise regular operations of the bank through professional team members and report directly to the EXIM Bank's Board of Directors.

### **Competencies**

- Extensive industry knowledge and economic awareness.
- Ability to build loyalty and trust.
- Strategic thinking and good judgment
- Ability to motivate and develop others
- Visionary and adaptive leadership
- Ability to communicate and indulge in difficult conversations
- Integrity and values (Integrity, Cultural Sensitivity/Valuing Diversity)
- Ability to build teams and enhance teamwork
- Excellent analytical and problem-solving skills



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### Qualifications & Experience

- A member of the recognized body of professional accountants, corporate/chartered secretary, or a holder of Masters degree in Business Administrative/Commerce or Law from a well reputed HEC recognized university/institution.
- Minimum experience of 10 years as Company Secretary in public listed company.
- Excellent written and verbal communication skills.
- Maximum age 45 years.

### Remuneration

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### Key Responsibilities

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## **KEY RESPONSIBILITIES**

- Developing and overseeing systems that the Bank complies with all the relevant laws and best practices of corporate governance vis-a vis policies and processes.
- Organizing board meetings, board committee meetings and shareholders meetings; taking minutes and contributing to track legal, governance and other implications.
- Monitoring changes in applicable legislation and regulatory requirements and initiating appropriate actions.
- Maintenance of corporate and statutory books including register of members.
- Liaising with regulator, advisors, solicitors and shareholders.