

**Government of Pakistan**  
**Finance Division**

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**Vacancies Announcement**

Finance Division, Government of Pakistan invites applications for the following positions of the Tax Policy Office:

S#	Post	Scale	No. of Posts
1.	Director General	SPPS-I	01
2.	Director (Economic Analysis)	SPPS-II	01
3.	Director (Business Taxation)	SPPS-II	01
4.	Director (Personal Taxation)	SPPS-II	01
5.	Director (International Taxation)	SPPS-II	01
6.	Director (Direct/Indirect Taxation)	SPPS-II	01

2. Details of job description, required qualification and experience can be downloaded from the website of Finance Division ([www.finance.gov.pk](http://www.finance.gov.pk)).
3. Interested individuals are requested to apply online through 'National Job Portal' (<http://njp.gov.pk>) latest by 6<sup>th</sup> April 2025. Civil servants may also apply on competitive basis after fulfilling codal formalities, and will be remunerated as per SPPS policy.
4. Terms and conditions as contained in Establishment Division's O.M. No. 1(11)2018-E-6 dated 22.03.2019, as amended from time to time, shall apply. The O.M. is also available on the website of Finance Division.
5. Incomplete applications and those received after the closing date will not be entertained. Short-listed candidates fulfilling the laid down criteria will be called for interview. TA/DA is not admissible.
6. Finance Division reserves the right to cancel the recruitment process at any time without assigning any reason.

Deputy Secretary (Budget-II)  
Finance Division,  
Pak Secretariat, Islamabad  
Phone: 051-9209597

Post Title	Grade	Wing	Reporting to
Director General	SPPS-I	Tax Policy Office	Finance Minister
Duties			
<b>Job Description:</b> <ul style="list-style-type: none"> <li>• Provide visionary leadership to the TPO, ensuring its initiatives are well-reasoned, evidence-based, inclusive, and aligned with fiscal and socio-economic priorities.</li> <li>• Guide the formulation and implementation of tax policy reforms, maintaining a balanced approach that considers economic and social contexts.</li> <li>• Promote a collaborative and consultative culture within the TPO, fostering partnerships with stakeholders to ensure transparency and inclusivity in tax policy development.</li> <li>• Oversee the design and review of tax policies to ensure they promote economic growth, fiscal stability, and equity while upholding principles such as simplicity, neutrality, efficiency, and fairness.</li> <li>• Lead the evaluation of tax proposals and reforms, providing evidence-based recommendations that address national priorities and stakeholder concerns.</li> <li>• Ensure that proposed reforms are coherent, implementable, and clearly articulated to achieve their intended purpose.</li> <li>• Facilitate effective coordination with the Federal Board of Revenue (FBR) and other institutions to align tax policies with broader fiscal and economic strategies.</li> <li>• Develop and implement a protocol governing data access and confidentiality to ensure secure and efficient information-sharing with the FBR.</li> <li>• Engage with key stakeholders, including government bodies, private sector representatives, civil society, and development partners, to build consensus and support for reforms.</li> <li>• Serve as an advisor to the Minister of Finance on all matters related to tax policy, providing clear and actionable guidance.</li> <li>• Regularly brief the Minister on policy options, reform progress, and challenges, offering pragmatic solutions informed by rigorous analysis.</li> <li>• Represent the TPO in national and international discussions, articulating Pakistan's tax policy positions effectively and aligning them with global standards.</li> <li>• Oversee the TPO's daily operations, including resource management, staff supervision, and prioritization of tasks, ensuring that its functions are performed efficiently and with accountability.</li> <li>• Lead a multidisciplinary team of experts, fostering professional development, collaboration, and inclusivity.</li> <li>• Ensure that TPO activities are supported by robust research and analysis, leveraging partnerships with think tanks, development partners, and academia.</li> <li>• Prepare annual work plans and set priorities to align the unit's activities with the TPO's strategic objectives.</li> </ul>			
<b>Education Qualification:</b> <ul style="list-style-type: none"> <li>• Master's degree or higher in Economics, Public Finance, Public Policy, Taxation/Tax Policy</li> </ul>			
<b>Experience Requirement:</b> <ul style="list-style-type: none"> <li>• At least 12 years of leadership experience in tax policy, fiscal management, or public finance.</li> <li>• Demonstrated ability to lead transformative initiatives in complex environments.</li> <li>• Proven success in engaging stakeholders across government, international organizations, and the private sector.</li> </ul>			

Post Title	Grade	Wing	Reporting to
Director (Economic Analysis)	SPPS-II	Tax Policy Office	DG (TPO)
Duties			
<p><b>Job Description:</b></p> <ul style="list-style-type: none"> <li>• Conduct detailed macro-fiscal impact analyses of tax policies to ensure alignment with Pakistan's macroeconomic priorities, such as investment promotion, job creation, and equitable growth.</li> <li>• Lead the development of revenue forecasting models and oversee outcome exercises to assess the financial implications of tax reforms.</li> <li>• Conduct tax gap analyses and expenditure reviews to identify inefficiencies and opportunities for improved resource allocation.</li> <li>• Oversee socio-economic impact assessments to support the budgeting process and long-term fiscal planning.</li> <li>• Recommend evidence-based policymaking by integrating robust research and advanced analytical techniques into the tax policy design process.</li> <li>• Present socio-economic research findings, tax policy analyses, and impact assessments to the Minister for Finance and other decision-makers in accessible and actionable formats.</li> <li>• Provide critical inputs into the tax policy design function by delivering high-quality research and analysis.</li> <li>• Ensure that socio-economic insights inform the formulation of progressive, equitable, and growth-oriented tax policies.</li> <li>• Collaborate with other units of the TPO to maintain coherence across policy recommendations and design efforts.</li> <li>• Establish and maintain a joint forum or platform with the FBR to foster regular communication, resolve coordination challenges, and streamline efforts.</li> <li>• Develop partnerships with academic institutions, think tanks, and international organizations to leverage external expertise and resources.</li> <li>• Oversee the operations of the Economic Analysis Unit, ensuring timely delivery of research and policy recommendations.</li> </ul> <p><b>Education Qualification:</b></p> <ul style="list-style-type: none"> <li>• Master's degree or higher in Economics, Public Finance, Taxation/Tax Policy, Statistics</li> </ul> <p><b>Experience Requirement:</b></p> <ul style="list-style-type: none"> <li>• At least 8 years of experience in socio-economic research, fiscal analysis, or tax policy development, with demonstrated success in managing high-impact initiatives.</li> <li>• Proven expertise in tax expenditure reporting, economic modeling, revenue forecasting, and impact assessment methodologies.</li> <li>• Strong track record of effective collaboration with government agencies, particularly in data-sharing and policy development.</li> </ul>			

Post Title	Grade	Wing	Reporting to
Director (Business Taxation)	SPPS-II	Tax Policy Office	DG (TPO)
Duties			
<b>Job Description:</b> <ul style="list-style-type: none"> <li>• Design and oversee policies that enhance the fairness, equity, and efficiency of business taxation in Pakistan.</li> <li>• Identify and address tax planning practices that erode the corporate tax base, proposing countermeasures to protect national revenues.</li> <li>• Develop strategies to formalize the informal sector, improving tax compliance while fostering economic inclusivity.</li> <li>• Introduce support mechanisms for women-led businesses, addressing barriers to their participation and growth.</li> <li>• Propose measures to streamline tax administration, reduce compliance costs, and simplify procedures for businesses, particularly small and medium enterprises (SMEs).</li> <li>• Ensure policies support economic growth, attract investment, and align with Pakistan's fiscal and social objectives.</li> <li>• Establish and lead a research agenda focused on critical areas of business taxation, including: <ul style="list-style-type: none"> <li>◦ Strategies for broadening the tax base.</li> <li>◦ Evaluating and mitigating the impact of aggressive tax planning and profit-shifting practices.</li> <li>◦ Estimating the size and impact of the informal sector and designing strategies for its formalization.</li> <li>◦ Evaluation of the tax compliance burden and opportunities for simplification.</li> <li>◦ Examining the effectiveness of incentives for businesses and recommending targeted enhancements.</li> <li>◦ Comparative studies on best practices in business taxation from other countries.</li> </ul> </li> <li>• Conduct detailed analyses of the economic and fiscal impacts of proposed reforms, including sector-specific considerations for industries such as manufacturing, services, and digital economies.</li> <li>• Collaborate with academic institutions, think tanks, and international organizations to enhance the quality and scope of research.</li> <li>• Work closely with the Federal Board of Revenue (FBR) to ensure that tax policy recommendations are practical, implementable, and well-coordinated.</li> <li>• Establish a regular dialogue with business associations, chambers of commerce, and other private sector stakeholders to gather input and foster trust.</li> <li>• Work with stakeholders to implement policies that balance enforcement with support for micro and small enterprises, including women-owned businesses.</li> <li>• Advocate for reforms that simplify business taxation, reduce compliance costs and foster a more business-friendly environment in Pakistan.</li> <li>• Oversee the operations of the Business Taxation Unit, ensuring timely delivery of research and policy recommendations.</li> <li>• Monitor and evaluate the implementation of business taxation policies and recommend adjustments as necessary.</li> </ul>			
<b>Education Qualification:</b> <ul style="list-style-type: none"> <li>• Master's degree or higher in Taxation/Tax Policy, Law, Economics, Public Finance</li> </ul>			
<b>Experience Requirement:</b> <ul style="list-style-type: none"> <li>• At least 8 years of experience in business taxation, public finance, or economic policy development.</li> <li>• Demonstrated expertise in addressing tax planning practices, base erosion, and compliance challenges.</li> <li>• Proven track record of engaging with government agencies, private sector stakeholders, and international organizations.</li> <li>• Experience in designing or evaluating gender-focused economic policies is an asset.</li> </ul>			

Post Title	Grade	Wing	Reporting to
Director (Personal Taxation)	SPPS-II	Tax Policy Office	DG (TPO)

#### Duties

#### Job Description:

- Lead the development and continuous improvement of personal income tax policies that are progressive, equitable, and aligned with broader fiscal and social policy goals.
- Ensure that tax policies are designed to minimize inequality, promote labor market participation, and support inclusivity for marginalized groups.
- Analyze the distributional impacts of personal income tax policies and recommend adjustments to promote fairness and reduce income disparities.
- Design and implement tax policies that encourage savings, investment, and long-term financial security for citizens.
- Conduct comprehensive assessments of personal taxation policies to ensure alignment with Pakistan's macroeconomic goals and fiscal sustainability.
- Lead research initiatives on the role of wealth taxes and other progressive measures in addressing income and wealth disparities.
- Evaluate the fiscal and social implications of welfare and pension reforms, recommending evidence-based policy adjustments.
- Foster collaboration with the Federal Board of Revenue (FBR), Ministry of Finance, and other stakeholders to ensure effective implementation of personal tax policies.
- Advocate for policies that promote fairness, progressivity, and inclusivity in the personal tax system, including measures targeting income inequality and gender equity.
- Establish performance metrics to evaluate the impact of personal taxation policies on reducing inequality and promoting fairness.
- Engage with relevant stakeholders including civil society organizations, academic institutions, think tanks to gather insights and foster consensus on equitable tax reforms.
- Develop partnerships with international organizations and technical experts to leverage global best practices in personal tax policy design.
- Oversee the operations of the Personal Taxation Unit, ensuring timely delivery of research and policy recommendations.

#### Education Qualification:

- Master's degree or higher in Taxation/Tax Policy, Law, Economics, Public Finance.

#### Experience Requirement:

- At least 8 years of experience in tax policy development, with a focus on personal taxation, welfare benefits, and pensions.
- Demonstrated expertise in designing and implementing progressive taxation policies and addressing issues of income inequality and gender equity.
- Proven ability to manage complex projects and lead multidisciplinary teams.

Post Title	Grade	Wing	Reporting to
Director (International Taxation)	SPPS-II	Tax Policy Office	DG (TPO)
Duties			
<b>Job Description:</b> <ul style="list-style-type: none"> <li>Analyze Pakistan's overall tax treaty policy framework, including the development and periodic review of the country's model Double Taxation Agreement (DTA) and criteria for selecting treaty partners, ensuring alignment with Pakistan's economic priorities and international obligations.</li> <li>Formulate a comprehensive treaty negotiation strategy that includes identifying bottom-line positions and negotiable terms and negotiate tax treaties in close collaboration with the FBR.</li> <li>Engage with international tax forums, including the OECD, the Global Forum, BEPS Inclusive Framework, UN, South Asian Association for Regional Cooperation and other global and regional bodies, contributing to the development of international tax standards and safeguarding Pakistan's economic interests and policy priorities.</li> <li>Build and maintain strong relationships with international organizations, development partners, and regional bodies to align technical assistance and capacity-building efforts with Pakistan's tax policy goals.</li> <li>Monitor global trends in international taxation, advising the Minister for Finance and policymakers on emerging challenges and opportunities.</li> <li>Provide input in formulating policies and regulations that comply with international commitments, including exchange of information, transfer pricing rules, and anti-abuse measures.</li> <li>Establish a collaborative framework with the FBR to ensure seamless integration of international tax policy formation and operational implementation of tax treaty obligations.</li> <li>Conduct in-depth analysis of international tax trends, assessing their implications for Pakistan's fiscal and economic policies.</li> <li>Develop policy responses to global tax challenges, including digital taxation, global minimum taxation, and evolving BEPS measures.</li> <li>Collaborate with relevant stakeholders including private sector, civil society, and academia, to ensure that international tax policies support broader economic development goals.</li> <li>Provide analysis on international tax matters, offering actionable recommendations for policy reform and treaty negotiations.</li> <li>Oversee the operations of the International Taxation Unit, ensuring timely delivery of research and policy recommendations.</li> </ul>			
<b>Education Qualification:</b> <ul style="list-style-type: none"> <li>Master's degree or higher in Taxation/Tax Policy, Law, Economics, Public Finance</li> </ul>			
<b>Experience Requirement:</b> <ul style="list-style-type: none"> <li>At least 8 years of experience in international taxation, tax treaty policy, or cross-border tax matters, with a proven track record of success in treaty negotiations and policy leadership.</li> <li>Extensive experience engaging with international organizations and representing national interests in global tax forums.</li> <li>Strong familiarity with BEPS, transfer pricing, and international tax frameworks, including OECD and UN guidelines.</li> </ul>			

Post Title	Grade	Wing	Reporting to
Director (Direct/Indirect Taxation)	SPPS-II	Tax Policy Office	DG (TPO)
<b>Duties</b>			

#### **Job Description:**

- Conduct comprehensive evaluations of Pakistan's indirect tax system to identify inefficiencies and recommend reforms to broaden the tax base.
- Develop and advocate policies for environmental taxes and health-related taxes to support public health and environmental sustainability.
- Provide actionable recommendations on harmonizing federal and provincial sales taxes to reduce fragmentation and improve compliance.
- Explore international best practices for indirect tax administration, including models to address tax base erosion and challenges in taxing e-commerce.
- Develop policies that simplify compliance and improve enforcement in indirect taxation.
- Work closely with the Federal Board of Revenue (FBR) and provincial tax authorities to address issues arising from the constitutional division of taxation powers.
- Foster coordination to harmonize sales tax bases, definitions, and administrative processes while respecting provincial autonomy.
- Develop and implement protocols to streamline inter-provincial refund processes and reduce risks of double taxation and tax leakage.
- Convene regular forums with federal and provincial stakeholders to align policy objectives and ensure effective communication.
- Develop policies to address cross-border challenges in indirect taxation, including issues related to e-commerce, customs fraud, and trade facilitation.
- Collaborate with international organizations to address issues like carousel VAT fraud, digital taxation, and cross-border trade compliance.
- Monitor and advise on global trends in indirect taxation, such as carbon pricing and digital services taxes.
- Engage with development partners, think tanks, relevant stakeholders, and academic institutions to leverage expertise and resources.
- Provide clear and actionable policy advice to the Director General and the Minister of Finance, emphasizing evidence-based decision-making.
- Oversee the operations of the Direct/Indirect Taxation Unit, ensuring timely delivery of research and policy recommendations.

#### **Education Qualification:**

- Master's degree or higher in Taxation/Tax Policy, Economics, Public Finance

#### **Experience Requirement:**

- At least 8 years of experience in tax policy, fiscal analysis, or public finance, with a focus on indirect taxation or customs.
- Demonstrated expertise in intergovernmental tax coordination and reform in federal systems.
- Proven track record in designing policies for excise and environmental taxes, customs, and trade facilitation.