

Annexure-II

Academic Qualifications

- i. MBA, C.A, Master in Public Administration, Master in Financial Management, Economics, FCMA, Bachelor of Engineering or equivalent from well recognized national and international institutions duly approved by HEC
- ii. Master's degree or equivalent for a civil Servant of BS-21 and above (serving or retired)

Experience

- i. A minimum of 18 years job experience with at least 02 years as CEO of a reputable organization; or
- ii. Civil Servant of BS-21 and above (retired or serving)

Terms of Reference (TORs)

1. Provide overall leadership for the EPZA, ensuring its mandate and mission are achieved.
2. Develop, implement, and evaluate the strategic plan and annual work plans to align with national industrial and trade policies.
3. Advise the Government and relevant stakeholders on policies and frameworks to enhance the competitiveness of the export processing zones.
4. Oversee the day-to-day operations of the EPZA and ensure effective management of its resources, including financial, human, and physical assets.
5. Ensure the efficient implementation of the EPZA's regulatory, administrative, and operational functions.
6. Monitor and ensure adherence to the highest standards of governance, compliance, and accountability in the organization.
7. Drive the establishment, promotion, and expansion of EPZs across the country.
8. Work with local and international investors to increase investment in EPZs, particularly focusing on attracting high-value industries.
9. Develop and implement strategies to improve the infrastructure and service offerings within EPZs.
10. Complete Phase-III of KEPZ.
11. Build and maintain effective working relationships with key stakeholders including the government, private sector, international investors, industry associations, and local communities.
12. Represent the EPZA at national and international forums to advocate for the interests of the EPZs.
13. Ensure that the EPZA operates within its approved budget and achieves its financial targets.
14. Implement systems for financial control, reporting, and accountability.
15. Explore and identify innovative funding mechanisms to support the expansion and modernization of EPZs.


GHULAM YASEEN SAIGURO
Secretary
Export Processing Zones Authority
Ministry of Industries & Production
Government of Pakistan
Karachi

16. Establish mechanisms for regular performance reporting and monitoring of EPZA's initiatives, including financial and operational KPIs.
17. Report regularly to the Ministry of Industries and Production and Central Monitoring Unit on investment on progress against set goals, challenges, and future strategies.
18. Promote a culture of accountability within the EPZA, ensuring that all goals and objectives are met within agreed timelines.

Key Performance Indicators (KPIs)

1. Achieve cost savings or revenue enhancements
2. Increase the total value of exports from EPZs, annually.
3. Achieve completion of planned infrastructure within the EPZs by the end of the contract term.
4. Ensure that EPZA Zone are not misused for duties and taxes evasion.
5. Ensure improvement in the availability and quality of services (e.g., electricity, water, waste management) within the EPZs.
6. Achieve a satisfaction of key stakeholders including investors, employees, and government agencies.
7. Submit yearly strategic and sectoral plans.
8. Ensure the implementation of government rules and regulations in true spirit.

General Conditions

1. Performance will be evaluated annually against the KPIs set forth in this contract. The Government, through the Ministry of Industries and Production, will conduct a formal performance review, with input from relevant stakeholders.
2. The performance of the Chairman shall be evaluated on the basis of achievement of financial, operational, and strategic targets, leadership effectiveness, including the ability to manage teams and resources, stakeholder satisfaction and relationship management, innovation and impact on the national economy.
3. The contract may be terminated if the Government concludes that the Chairman is guilty of serious breach of duties or legal obligations, misconduct, or failure to perform. Furthermore, either party may terminate the contract by providing one months' notice in writing.
4. The Chairman shall maintain confidentiality regarding all sensitive and classified information related to the EPZA and its operations during and after the term of employment. The Chairman shall also refrain from engaging in any competing activities that could harm the interests of the EPZA during the contract term and for a period of [insert number] years thereafter.


GHULAM VASEEM
Secretary
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Ministry of Industries & Production
Government of Pakistan
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