



Individual Consultants Required

Terms of Reference

The Pakistan Digital Authority (PDA) is a statutory body established under the *Digital Nation Pakistan Act, 2025*, mandated to lead the country's transition into a digitally empowered nation. As the apex regulatory and implementation body, the Authority is responsible for executing the National Digital Masterplan to foster a robust Digital Economy, Digital Society, and Digital Governance.

We operate from the foundational truth that **digital is the new operating system for our economy**. This is not a simple digitization effort; it is a fundamental re-architecting of our nation's economic future.

Given the highly specialized, strategic, and time-bound nature of the assignment, PDA intends to engage individual consultants possessing deep domain expertise and international experience that is not readily available within the public sector.

Terms of Engagement

- **Selection Method:** The consultants shall be selected through Open Competitive Selection of Individual Consultants in accordance with the applicable Procurement Regulations.
- **Location:** Islamabad/Overseas (Hybrid), with frequent travel to Pakistan
- **Contract Duration:** 6 months, renewable subject to satisfactory performance and PDA requirements.
- **Remuneration:** Competitive market-based package.
- **Performance Evaluation:** Performance shall be assessed against agreed milestones and deliverables.
- **Reporting:** Reports to the Vice Chairperson or as notified by PDA

Application Process

- Interested national/international candidates should submit their CV and a Cover Letter highlighting their specific relevance to the Digital Nation Pakistan mandate to jobs@pda.gov.pk clearly mentioning the position applied for in the subject line, on or before **10 February 2026**.
- PDA reserves the right to shortlist candidates and conduct interviews, and to accept or reject any application without assigning any reason.

HR Manager

Pakistan Digital Authority (PDA)

Website: <https://www.pda.gov.pk/>

7th Floor, Kohsar Block, Pak Secretariat, Islamabad

1. Principal Consultant – Digital Economy Scale & Capital Access

Objective of the Assignment

To lead the "Market Architecture" function for the Pakistan Digital Authority. The objective is to move beyond "innovation support" to "capital enablement." The Consultant will architect "**Project Unicorn**," a strategic initiative to operationalize the capital, financing, and exit infrastructure required to make Pakistan's digital economy investable. This role bridges the gap between national regulatory policy and global capital markets, designing the institutional pathways that enable Pakistani startups



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to scale, attract Foreign Direct Investment (FDI), and achieve credible exits.

Scope of Work & Key Responsibilities

- **Project Unicorn Architecture:** Design and operationalize the legal and economic frameworks for global capital access. Work with the State Bank and SECP to establish credible **exit pathways** (M&A, Secondaries, IPOs) that reduce FX risk and regulatory friction for international investors.
- **Domestic & Fractional Capital Frameworks:** Utilize deep expertise in blockchain and DeFi to ideate and design a **PDA-secured fractional investment framework**. Explore tokenized equity structures that allow ordinary Pakistanis to participate in digital value creation, democratizing access to the asset class.
- **International Advisory Board:** Establish and convene a high-level **International Advisory Board** within the first 60 days, comprising global VCs, GCC family offices, and tech operators to improve investor confidence and guide PDA leadership.
- **Digital Economic Diplomacy:** Act as the primary interface between Pakistan's digital ecosystem and global investment hubs. Facilitate regulatory harmony between Pakistan and key investment corridors (UAE, GCC, Saudi Arabia, Europe etc.).
- **Inclusive Financial Innovation:** Align capital access strategies with **Financial Inclusion** goals, ensuring new investment instruments (e.g., tokenized assets) are accessible and consistent with "Public Interest Innovation" principles.
- **Economic Impact Analysis:** Translate complex digital economic trends into clear policy inputs for the Chairman and Cabinet, specifically regarding the GDP impact of digital exits, capital retention, and gender-inclusive economic design.

Required Qualifications & Experience

- **Education:**
 - **MSc in Financial Economics** or a related discipline from a top-tier international university.
 - Specialized certifications in **Blockchain Strategy, DeFi, or Digital Assets** are required.
- **Professional Experience:**
 - **10+ years** of experience in Digital Economy Strategy, Financial Economics, and Policy Advisory.
 - **Mandatory:** Proven track record of engagement with **GCC Regulatory Ecosystems** and multilateral institutions.
 - **Technical Expertise:** Extensive experience in **Digital Public Infrastructure (DPI)**, Tokenization, and emerging business models.
 - **Inclusion Focus:** Demonstrated experience in **Gender-Inclusive Digital Policy**, ensuring underrepresented communities are included in digital economic design.
- **Key Competencies:**
 - **Capital Markets Fluency:** Ability to speak the language of both global investors and national regulators.
 - **Technical Depth:** Understanding of blockchain/tokenization not just as technology, but as an economic enabler for fractional investment.



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- **Strategic Communication:** Ability to translate complex economic concepts into decision-relevant insights for C-level leadership.