



Government of Pakistan
Pakistan Digital Authority (PDA)
Request for Proposal (RFP)



**Provision of Consultancy Services for the Development of a
Compensation & Benefits Framework for Pakistan Digital Authority**

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 formulating standards, harmonizing digital initiatives across all tiers of government, and is tasked with executing the National Digital Masterplan to foster a robust Digital Economy, Digital Society, and Digital Governance. Functioning as the primary enabler for the national digital ecosystem, the PDA operates through three strategic roles: Data & AI Regulator, Citizen Experience Office, and Digital Transformation Authority.

To execute this ambitious mandate, PDA employs a specialized workforce comprising experts in Data Science, Digital Policy, Solution Architecture, Cyber Security, and FinTech. To attract, retain, and motivate this high-caliber talent in direct competition with global technology firms and the private telecom sector, PDA requires a dynamic, market-leading compensation framework.

Accordingly, PDA seeks to engage a specialized HR consulting firm to conduct a comprehensive Compensation & Benefits Survey. The objective is to develop a high-performance remuneration structure and salary bands, rigorously benchmarked against a select peer group of top-tier technology companies, multinational corporations, and specialized autonomous bodies.

SUBMISSION DETAILS

Access to TORs:	www.pda.gov.pk & EPADS: https://eprocure.gov.pk
Submission Mode:	Online via EPADS
Submission Deadline:	January 27, 2026, by 1000 Hrs
Opening Time:	January 27, 2026, at 1030 Hrs
Queries:	procurement@pda.gov.pk

Note: *The procurement will follow a Single-Stage, Two-Envelope process. The PDA reserves the right to accept or reject any or all proposals, or cancel the procurement process at any stage, in accordance with applicable PPRA Rules.*

Project Manager

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