



Government of Pakistan
Pakistan Digital Authority



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. Senior Principal Consultant – National Digital Strategy

Objective of the Assignment

The objective is to engage a global authority on government transformation and national strategy to lead the architecting of the "**National Digital Masterplan**." This role extends beyond the digital economy to encompass the holistic digitization of the nation—spanning Digital Governance, Digital Society, and Digital Infrastructure.



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Critically, this Consultant will serve as a **Chief Strategic Advisor and "Intellectual Sparring Partner"** to the Vice Chairperson. The role demands a senior leader who will not just execute, but rigorously challenge assumptions, stress-test policy logic, and provide the intellectual counterweight necessary to refine high-stakes decisions. Additionally, the Consultant is charged with **institutionalizing strategic capability**—building the Authority's internal Strategy Function, defining its human capital structure, and mentoring the next generation of PDA strategists.

Scope of Work & Key Responsibilities

- **National Digital Masterplan:** Lead the design and orchestration of the comprehensive "Digital Nation Masterplan," moving beyond a narrow economic focus to integrate social inclusion, governance reform, and infrastructure resilience into a unified national roadmap.
- **Executive Advisory & "Sparring Partner" Role:** Act as the primary intellectual challenger to the Vice Chairperson. Provide rigorous counterpoints to proposed policies, analyze strategic blind spots, and ensure that all decisions are stress-tested against global best practices and evidence-based reasoning.
- **Strategy Function Setup & Capability Building:** Establish the Authority's permanent Strategy Function from the ground up. This includes:
 - Designing the organizational structure and operating model of the strategy unit.
 - Leading the recruitment and assessment of high-caliber local strategy talent.
 - Instituting professional development programs to build long-term HR capabilities within the team.
- **Public Sector Transformation:** Guide the strategic re-engineering of the state's operating model, driving a shift from "digitizing bureaucracy" to fundamentally "reimagining government" for the 21st century.
- **Geostrategy & Global Positioning:** Advise on "Digital Geostrategy," ensuring Pakistan's masterplan navigates complex geopolitical landscapes (e.g., data sovereignty, trade corridors) and positions the nation as a significant player in the global digital order.

Required Qualifications & Experience

- **Education:**
 - MBA from a top-tier global business school or equivalent advanced degree in Economics/Public Policy.
- **Professional Experience:**
 - **20+ years** of international experience in national-level strategy, economic development, and large-scale government transformation.
 - **Mandatory:** Proven track record as a Partner or Strategy Leader in a top-tier global management consulting firm, specifically within **Government & Public Sector** practices.
 - **Regional Expertise:** Extensive experience advising governments in the MENA/GCC region on National Visions and economic diversification.
- **Key Competencies:**
 - **Institutional Builder:** Proven ability to build, recruit, and mentor high-performance strategy teams from scratch in greenfield environments.
 - **Intellectual Independence:** Strong intellect and the confidence to act as a constructive "dissenter" to senior leadership.
 - **Holistic Vision:** Expertise in connecting "Nation Building" strategies (Society, Economy, Governance) rather than siloed sector policies.