GOVERNMENT OF PAKISTAN
MINISTRY OF RAILWAYS
(RAILWAY BOARD)
*****

PROFESSIONALS REQUIRED

TRANSFORMING RAILWAYS

Applications are invited from **SUITABLE, QUALIFIED AND EXPERIENCED PROFESSIONALS** to serve in I.T Directorate of Pakistan Railways on merit against the following posts.

Software Developer (Web Application Development) (MP-III) (02 post)		
1.	Eligibility Criteria (Educational Qualification & Experience)	**Ph.D** in relevant subject(s) i.e. Computer Science or computer engineering or Data Sciences with 06 years of professional experience in the field of software development & hands on programming. **OR** **Masters** in the relevant subject(s) i.e. Computer Science or Computer engineering or Information Technology or MBA CIS/IT/ MIS with 10 years of experience in software development and programming field.
2.	Age Limit	**Maximum = 62 years**
3.	Skills & Knowledge	• Expert in ASP .net webforms, .net core MVC, C#, Java, javascript libraries, HTML & CSS skills with full understanding of web standards and responsive design techniques • Working Experience of SQL, PL/ SQL and database systems such as MS SQL, Oracle and MySQL • Hands-on experience with SQL schema design and REST API design • Experience in Payment gateway integration is a plus • UI & UX design experience is a plus • Must have Powerful communications, presentation and soft skills.
4.	Salary and Perks (Management Position–III Scale)	
a.	Scale of Pay	Rs. 127,050 - 18,150 - 181,500
b.	Accommodation (House Rent)	Up to a rental ceiling of Rs. 33000/- per month
c.	Utilities Bills (5% of Pay)	Rs. 5775/- per month.
d.	Transport	As per monetization of transport facilities policy MP-III Rs. 65,060/- per month
e.	TA/DA on domestic official tour	As admissible to the civil servants of the BPS-20.
f.	TA/DA on official tour abroad	As admissible to civil servants in Cat-II.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of

		Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
i.	Gratuity	One month's basic pay for each completed year of service
5.	**Contract Period:**	
i)	Tenure of contract	Three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority. In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020, the condition of one month's notice shall not be required.
6.	**Discipline**	As applicable in case of contract employees.

Software Developer (Mobile Application Development) (MP-III) (01 post)

1.	Eligibility Criteria (Educational Qualification & Experience)	**Ph.D** in relevant subject(s) i.e. Computer Science or computer engineering or Data Sciences with 06 years of professional experience in the field of software development & hands on programming. **OR** **Masters** in the relevant subject(s) i.e. Computer Science or Computer engineering or Information Technology or MBA CIS/IT/ MIS with 10 years of experience in software development and programming field.
2.	Age Limit	**Maximum = 62 years**
3.	Skills & Knowledge	• Expert in Android and iOS Application Development with strong knowledge of RESTful web services and APIs. • Proven skill in designing and development of mobile application in Android and iOS • Good Knowledge of Android SDK's, Push Notifications & Toast/ gradle • Good experience with java, kotlin, Objective-C, swift and iOS SDK • A portfolio of iOS/Android apps in the Play Store/app store is a plus • UI & UX design experience is a plus • Working Experience of Locations and Map API's is a plus • Must have Powerful communications, presentation and soft skills.
4.	**Salary and Perks (Management Position–III Scale)**	
a.	Scale of Pay	Rs. 127,050 - 18,150 - 181,500
b.	Accommodation (House Rent)	Up to a rental ceiling of Rs. 33000/- per month
c.	Utilities Bills (5% of Pay)	Rs. 5775/- per month.
d.	Transport	As per monetization of transport facilities policy MP-III Rs. 65,060/- per month
e.	TA/DA on domestic official tour	As admissible to the civil servants of the BPS-20.
f.	TA/DA on official tour abroad	As admissible to civil servants in Cat-II.

g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
i.	Gratuity	One month's basic pay for each completed year of service
5.	**Contract Period:**	
i)	Tenure of contract	Three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority. In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020, the condition of one month's notice shall not be required.
6.	**Discipline**	As applicable in case of contract employees.

Software Developer (UI/ UX Designer) (MP-III) (01 post)		
1.	Eligibility Criteria (Educational Qualification & Experience)	**Ph.D** in relevant subject(s) i.e. Computer Science or computer engineering or Data Sciences with 06 years of professional experience in the field of UI/UX designing, software development & hands on programming. **OR** **Masters** in the relevant subject(s) i.e. Computer Science or Computer engineering or Information Technology or MBA CIS/IT/ MIS with 10 years of experience in software development and programming field.
2.	Age Limit	**Maximum = 62 years**
3.	Skills & Knowledge	- Knowledge of design techniques, tools, and principles - Knowledge of Multimedia content development, Media production, communication, and dissemination techniques - Understanding of browser capabilities and Responsive Designing - Creativity, originality and Fluency of ideas - Attention to details - Good Knowledge in ASP .net, C#, java, .net core MVC, HTML & CSS skills with full understanding of web standards and responsive design techniques. - Experience of Database architecture designing and Database Administration - Hands-on experience with SQL schema design and REST API design

		• Must have Powerful communications, presentation and soft skills.	
4.	**Salary and Perks (Management Position–III Scale)**		
a.	Scale of Pay	Rs. 127,050 - 18,150 - 181,500	
b.	Accommodation (House Rent)	Up to a rental ceiling of Rs. 33000/- per month	
c.	Utilities Bills (5% of Pay)	Rs. 5775/- per month.	
d.	Transport	As per monetization of transport facilities policy MP-III Rs. 65,060/- per month	
e.	TA/DA on domestic official tour	As admissible to the civil servants of the BPS-20.	
f.	TA/DA on official tour abroad	As admissible to civil servants in Cat-II.	
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution in Pakistan.	
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.	
i.	Gratuity	One month's basic pay for each completed year of service	
5.	**Contract Period:**		
i)	Tenure of contract	Three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.	
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority. In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020, the condition of one month's notice shall not be required.	
6.	**Discipline**	As applicable in case of contract employees.	

- Recruitment will be made as per Updated MP Scales Policy, 2021 issued by the Establishment Division, Government of Pakistan vide their O.M. No. 1/3/2020-E-6/E-8 dated 24-05-2021.
- The appointment will be on contract basis initially for a period of three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
- Detailed TORs and short-listing criteria can be seen on our websites i.e. www.pakrail.gov.pk and www.railways.gov.pk
- Candidates who fulfill above requisite educational qualification criteria and experience are advised to apply on website of **National Job Portal** i.e. **njp.gov.pk**, up to **28-03-2022**.
- Place of posting of above posts will be at Pakistan Railways, HQs Office, Lahore, however on requirement authority may post officer anywhere in Pakistan.
- Ministry of Railways reserves the right to cancel the recruitment process at any stage.
- Only short-listed candidates shall be called for interview.

Deputy Director (Admn-II)
Ministry of Railways,
Islamabad.
PH: 051-9214154

TORS OF THE POST OF SOFTWARE DEVELOPER
(WEB APPLICATION DEVELOPMENT) (MP-III)

Software Developer (Web Application Development) (MP-III) (02 post)		
1.	Eligibility Criteria (Educational Qualification & Experience)	**Ph.D** in relevant subject(s) i.e. Computer Science or computer engineering or Data Sciences with 06 years of professional experience in the field of software development & hands on programming. **OR** **Masters** in the relevant subject(s) i.e. Computer Science or Computer engineering or Information Technology or MBA CIS/IT/ MIS with 10 years of experience in software development and programming field.
2.	Age Limit	**Maximum = 62 years**
3.	Skills & Knowledge	• Expert in ASP .net webforms, .net core MVC, C#, Java, javascript libraries, HTML & CSS skills with full understanding of web standards and responsive design techniques • Working Experience of SQL, PL/ SQL and database systems such as MS SQL, Oracle and MySQL • Hands-on experience with SQL schema design and REST API design • Experience in Payment gateway integration is a plus • UI & UX design experience is a plus • Must have Powerful communications, presentation and soft skills.
3.	Job Description:	• Experience in architecting, designing and development of full-stack applications in a Cloud environment • Design business logic, algorithms, flowcharts and Software Requirement Specification Documentation • Good understanding and working experience of design patterns, software development frameworks and methodologies • Integrate software components and third-party programs • Design highly scalable software solutions to improve functionality and system longevity • Maintaining an understanding of the latest Web applications and programming practices • Write well-designed, testable and efficient code • Evaluating code to ensure it meets industry standards, is valid, is properly structured, and is compatible with browsers, devices, or operating systems. • Ability to multitask with strict time constraints, budgets and business goals • Verify and deploy programs and systems • Troubleshoot, debug and upgrade existing software • Maintenance and Management of large-Scale live applications

		• Write unit and UI tests to identify malfunctions, troubleshoot and debug to optimize performance • Review, test and debug other team member's code when required • Work with other Team members • Technical analysis and Report writing • Management of lower staff
4	**Goals & Deliverables:**	• Setting the technical strategy and driving the key decisions on architecture and technology choices. • Completion of assigned tasks in time, meeting deadlines • Ensuring code and design are in compliance with specification and standard best practices • Ensuring Minimal downtime of Production software and maintain code quality
5.	**Salary and Perks (Management Position–III Scale)**	
a.	Scale of Pay	Rs. 127,050 - 18,150 - 181,500
b.	Accommodation (House Rent)	Up to a rental ceiling of Rs. 33000/- per month
c.	Utilities Bills (5% of Pay)	Rs. 5775/- per month.
d.	Transport	As per monetization of transport facilities policy MP-III Rs. 65,060/- per month
e.	TA/DA on domestic official tour	As admissible to the civil servants of the BPS-20.
f.	TA/DA on official tour abroad	As admissible to civil servants in Cat-II.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
i.	Gratuity	One month's basic pay for each completed year of service
6.	**Contract Period:**	
i)	Tenure of contract	Three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority. In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020, the condition of one month's notice shall not be required.
7.	**Discipline**	As applicable in case of contract employees.

SHORT-LISTING CRITERIA FOR THE POST OF SOFTWARE DEVELOPER (WEB APPLICATION DEVELOPMENT) (MP-III) (02 POSTS)
IN TERMS OF PARA 3 (iv) (a) of MP-Scales Policy, 2020

| Sr. # | Candidate Name | Education | | | | | Experience | | | | | Total (B) (50) | Grand Total (A+B) (100) |
| | | Foreign | | Local | | Total (A) (50) | Foreign | | Local | | Applicants with experience in the field of Software Development and Hands on programming field (15) | | |
		Ph.D (50)	Masters (40)	Ph.D (40)	Masters (30)		↑10 years (35)	↓5 years (30)	Public (35)	Private (30)			
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TORS OF THE POST OF SOFTWARE DEVELOPER
(MOBILE APPLICATION DEVELOPMENT) (MP-III)

Software Developer (Mobile Application Development) (MP-III) (01 post)		
1.	Eligibility Criteria (Educational Qualification & Experience)	**Ph.D** in relevant subject(s) i.e. Computer Science or computer engineering or Data Sciences with 06 years of professional experience in the field of software development & hands on programming. **OR** **Masters** in the relevant subject(s) i.e. Computer Science or Computer engineering or Information Technology or MBA CIS/IT/ MIS with 10 years of experience in software development and programming field.
2.	Age Limit	**Maximum = 62 years**
3.	Skills & Knowledge	• Expert in Android and iOS Application Development with strong knowledge of RESTful web services and APIs. • Proven skill in designing and development of mobile application in Android and iOS • Good Knowledge of Android SDK's, Push Notifications & Toast/ gradle • Good experience with java, kotlin, Objective-C, swift and iOS SDK • A portfolio of iOS/Android apps in the Play Store/app store is a plus • UI & UX design experience is a plus • Working Experience of Locations and Map API's is a plus • Must have Powerful communications, presentation and soft skills.
3.	Job Description:	• Hands on experience with hybrid mobile app development • Produce fully functional mobile applications by writing clean code • Experience in working with mobile application frameworks • Design business logic, algorithms, flowcharts and Software Requirement Specification Documentation • Hands on experience in the full life cycle of Android/iOS application development • Experience with memory management and caching mechanisms specific to mobile devices • Design interfaces to improve user experience • Ensure new and legacy applications meet quality standards • Stay up-to-date with new technology trends and suggest new mobile products, applications and protocols • Integrate software components and third-party programs • Design highly scalable software solutions to improve functionality and system longevity • Verify and deploy programs and systems • Troubleshoot, debug and upgrade existing software

		· Maintenance and Management of large-Scale live applications · Write well-designed, testable and efficient code · Write unit and UI tests to identify malfunctions, troubleshoot and debug to optimize performance · Review, test and debug other team member's code when required · Work with other Team members · Technical analysis and Report writing · Management of lower staff
4	**Goals & Deliverables:**	· Setting the technical strategy and driving the key decisions on architecture and technology choices. · Completion of assigned tasks in time, meeting deadlines · Ensuring code and design are in compliance with specification and standard best practices · Ensuring Minimal downtime of Production software and maintain code quality
5.	**Salary and Perks (Management Position–III Scale)**	
a.	Scale of Pay	Rs. 127,050 - 18,150 - 181,500
b.	Accommodation (House Rent)	Up to a rental ceiling of Rs. 33000/- per month
c.	Utilities Bills (5% of Pay)	Rs. 5775/- per month.
d.	Transport	As per monetization of transport facilities policy MP-III Rs. 65,060/- per month
e.	TA/DA on domestic official tour	As admissible to the civil servants of the BPS-20.
f.	TA/DA on official tour abroad	As admissible to civil servants in Cat-II.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
i.	Gratuity	One month's basic pay for each completed year of service
6.	**Contract Period:**	
i)	Tenure of contract	Three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority. In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020, the condition of one month's notice shall not be required.
7.	**Discipline**	As applicable in case of contract employees.

SHORT-LISTING CRITERIA FOR THE POST OF SOFTWARE DEVELOPER (MOBILE APPLICATION DEVELOPMENT) (MP-III) (01 POST)

IN TERMS OF PARA 3 (iv) (a) of MP-Scales Policy, 2020

Sr. #	Candidate Name	Education					Experience					Total (B) (50)	Grand Total (A+B) (100)
		Foreign		Local		Total (A) (50)	Foreign		Local		Applicants with experience in the field of software development and hands on programming field (15)		
		Ph.D (50)	Masters (40)	Ph.D (40)	Masters (30)		↑10 years (35)	↓5 years (30)	Public (35)	Private (30)			
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TORs OF THE POST OF SOFTWARE DEVELOPER
(UI/ UX DESIGNER) (MP-III)

Software Developer (UI/ UX Designer) (MP-III) (01 post)		
1.	Eligibility Criteria (Educational Qualification & Experience)	**Ph.D** in relevant subject(s) i.e. Computer Science or computer engineering or Data Sciences with 06 years of professional experience in the field of UI/UX designing, software development & hands on programming. **OR** **Masters** in the relevant subject(s) i.e. Computer Science or Computer engineering or Information Technology or MBA CIS/IT/ MIS with 10 years of experience in software development and programming field.
2.	Age Limit	**Maximum = 62 years**
3.	Skills & Knowledge	• Knowledge of design techniques, tools, and principles • Knowledge of Multimedia content development, Media production, communication, and dissemination techniques • Understanding of browser capabilities and Responsive Designing • Creativity, originality and Fluency of ideas • Attention to details • Good Knowledge in ASP .net, C#, java, .net core MVC, HTML & CSS skills with full understanding of web standards and responsive design techniques. • Experience of Database architecture designing and Database Administration • Hands-on experience with SQL schema design and REST API design • Must have Powerful communications, presentation and soft skills.
3.	Job Description:	• Conceptualize visuals based on requirements • Prepare rough drafts and present ideas • Develop illustrations, logos and other designs using software • Use the appropriate colors and layouts for each graphic • Creativity, originality and Fluency of ideas • Attention to details • Reporting on metrics regarding usage and performance. • Suggesting changes and improvements for database/ Application maintenance or protection. • Integrate software components and third-party programs • Design business logic, algorithms, flowcharts and SRS Documentation • Design highly scalable software solutions to improve functionality and system longevity • Write well-designed, testable and efficient code

		• Troubleshoot, debug and upgrade existing software • Write unit and UI tests to identify malfunctions, troubleshoot and debug to optimize performance • Work with other Team members • Technical analysis and Report writing • Management of lower staff
4	Goals & Deliverables:	• Setting the technical strategy and driving the key decisions on architecture and technology choices. • Completion of assigned tasks in time, meeting deadlines • Ensuring code and design are in compliance with specification and standard best practices • Ensuring Minimal downtime of Production software and maintain code quality
5.	**Salary and Perks (Management Position–III Scale)**	
a.	Scale of Pay	Rs. 127,050 - 18,150 - 181,500
b.	Accommodation (House Rent)	Up to a rental ceiling of Rs. 33000/- per month
c.	Utilities Bills (5% of Pay)	Rs. 5775/- per month.
d.	Transport	As per monetization of transport facilities policy MP-III Rs. 65,060/- per month
e.	TA/DA on domestic official tour	As admissible to the civil servants of the BPS-20.
f.	TA/DA on official tour abroad	As admissible to civil servants in Cat-II.
g.	Medical Facility	Reimbursement of medical and hospitalization charges for self, spouse and children for treatment received at Government or Government recognized Institution in Pakistan.
h.	Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leaves earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
i.	Gratuity	One month's basic pay for each completed year of service
6.	**Contract Period:**	
i)	Tenure of contract	Three (03) years further extendable for a maximum period of two (02) years on annual (yearly) basis subject to satisfactory performance.
ii)	Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the Ministry, it shall be after approval of the appointing authority. In case of proceedings under para-6 (viii & ix) of the MP Position Scales Policy, 2020, the condition of one month's notice shall not be required.
7.	**Discipline**	As applicable in case of contract employees.

SHORT-LISTING CRITERIA FOR THE POST OF SOFTWARE DEVELOPER (UI/ UX DESIGNER) (MP-III) (01 POST)

IN TERMS OF PARA 3 (iv) (a) of MP-Scales Policy, 2020

Sr. #	Candidate Name	Education					Experience						Total (B) (50)	Grand Total (A+B) (100)
		Foreign		Local		Total (A) (50)	Foreign		Local		Applicants with experience in the field of UI/UX Designing, Software Development and Hands on programming field (15)			
		Ph.D (50)	Masters (40)	Ph.D (40)	Masters (30)		↑ 10 years (35)	↓ 5 years (30)	Public (35)	Private (30)				
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