

The Independent System & Market Operator (ISMO) is playing a pivotal role in ensuring the reliable, secure, and efficient operation of Pakistan's power system and electricity market. As a newly established organization, ISMO is committed to supporting the country's economic growth through excellence in system operations, market development, and optimum utilization of resources while providing a professional and rewarding work environment for its employees.

ISMO invites applications from dynamic, qualified, and experienced professionals for the following positions:

Sr. #	Position	Eligibility Criteria
1	Director (Generation Expansion Planning)	- Minimum Four (04) Years Bachelor's degree (BE/BSc Engineering) in Electrical Engineering, preferably with specialization in Power Systems, from an HEC-recognized or internationally accredited university with valid PEC registration. - Minimum 12 years of post-qualification experience in the power/energy sector. - Maximum age limit: 45 years
2	Lead Engineer (Demand Side Management)	- Minimum Four (04) Years Bachelor's degree (BE/BSc Engineering) in Electrical Engineering, preferably with specialization in Power Systems, from an HEC-recognized or internationally accredited university with valid PEC registration. - Minimum 8 years of post-qualification experience in the power/energy sector. - Maximum age limit: 40 years
3	Lead Engineer (Generation Planning - Medium Term)	- Minimum Four (04) Years Bachelor's degree (BE/BSc Engineering) in Electrical Engineering, preferably with specialization in Power Systems, from an HEC-recognized or internationally accredited university with valid PEC registration. - Minimum 8 years of post-qualification experience in the power/energy sector. - Maximum age limit: 40 years

INSTRUCTIONS AND GENERAL CONDITIONS:

- Detailed Job Descriptions for the positions are available on the ISMO website (www.ismo.gov.pk) and the Sidat Hyder Morshed Associates' (SHMA) Careers Portal (www.sidathyder.com.pk/careers).
- ISMO is an equal opportunity employer. Female candidates are encouraged to apply.
- ISMO reserves the right to withhold or cancel the recruitment process at any stage without assigning any reason.
- Concealment of facts and misleading information will lead to disqualification at any stage of the recruitment process and even after selection.
- Only shortlisted candidates will be called for interview.
- No TA/DA will be allowed for appearing in test/ interview.

COMPENSATION AND BENEFITS:

- An attractive remuneration package commensurate with qualifications, experience, and responsibilities of the position.
- Performance-based incentives, medical coverage, and other benefits and privileges as per Company's policies.

HOW TO APPLY:

- Interested candidates may apply through www.sidathyder.com.pk/careers
- Last Date to Apply: 18 October, 2026.
- Applications received after due-date will not be considered.