

DAWN



Karachi Water & Sewerage Corporation

REQUEST FOR EXPRESSION OF INTEREST

Karachi Water and Sewerage Corporation (KWSC), a leading utility for water supply and Sewerage system management in Karachi, is establishing a dedicated Environmental and Social (E&S) Cell as part of its institutional reforms and commitment to sustainable development. This initiative aligns with the KWSC Act 2023, the Sindh Environmental Protection Act (SEPA 2014), and the World Bank-funded Second Karachi Water and Sewerage Services Improvement Project (KWSSIP-2).

We are seeking highly motivated professionals to join our team in a hybrid organizational model, combining centralized core E&S functions with integrated responsibilities at operational facilities. These roles offer competitive, market-based salaries and benefits.

Chief Environment & Social Officer:

Chief E&S Officer will be a key leader, overseeing KWSC's E&S performance at the CEO level and leading the development and implementation of the Environmental and Social Management System (ESMS). He/She will lead policy and ESMS development, ensure compliance with SEPA 2014 and NOCs, oversee E&S performance, establish the KWSC Environmental Testing Laboratory, manage stakeholder engagement and grievance processes, and support capacity building and gender mainstreaming.

Qualification / Experience:

- Holding a Master's Degree in Environmental Engineering / Environmental Sciences from an institution/university recognized by HEC.
- At least 15 years of relevant experience.
- Maximum age limit 50 years

Manager Environment

Manager (Environment) will report to the Chief E&S Officer and ensure environmental compliance while strengthening KWSC's monitoring. Responsibilities include implementing ESMS environmental aspects, coordinating SEPA for NOCs, promoting resource efficiency, leading KETL establishment and SEPA certification, overseeing monitoring, and guiding capacity development.

Qualification / Experience:

- Master of Environmental Engineering / Environmental Sciences from an institution/university recognized by HEC.
- Minimum 7 years of relevant experience
- Maximum age limit is 40 years

Manager (Social)

Reporting to the Chief E&S Officer, the Manager (Social) is responsible for social compliance, stakeholder engagement, gender mainstreaming, implementation of ESMS social aspects, adherence to social and labour laws, leadership of public consultations, supervision of the GRM, gender issue integration, and oversight of land acquisition.

Qualification / Experience:

- Master's in Sociology, Social Work, or a relevant degree (18 academic years) from an institution/university recognized by HEC.
- Minimum of 7 years of experience.
- Maximum age limit is 40 years.
- The detailed ToRs of the above positions can be downloaded from the KW&SC website <https://www.kwsc.gos.pk/>
- The positions are based in Karachi. We are an equal opportunity employer. Strict confidentiality shall be maintained during the hiring process. Only shortlisted candidates will be contacted. No TA/DA will be admissible for the interview. Government/Departmental candidates must obtain NOC for applying to the positions above.
- Interested candidates may send their applications including detailed CV and Cover letter to Deputy Managing Director (HRD&A) specifying the position in the subject line by post at the following address within 15 days of publication of this advertisement.

Deputy Managing Director (HRD&A)

Karachi Water & Sewerage Corporation KW&SC

Head Office Room No: 103. 1st Floor Annexe Building Near Civic Centre
Gulshan-e-Iqbal, Karachi.

Phone # 99231464

THE EXPRESS TRIBUNE



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کراچی واٹر اینڈ سیوریج کارپوریشن



درخواست برائے اظہارِ دلچسپی

کراچی میں واٹر سپلائی اور سیوریج سسٹم مینٹیننس کیلئے ایک لیڈنگ پمپنگ کراچی میں واٹر اینڈ سیوریج کارپوریشن (KWSC)، اپنی ادارہ جاتی اصلاحات اور مستحکم و دیرپا ترقی و خوشحالی سے کمنٹ کے حصے کے طور پر ایک مخصوص انوومنٹل اینڈ سوشل (E&S) میل قائم کر رہا ہے۔ یہ پیش رفت KWSC ایکٹ 2023، دی سندھ انوومنٹل پروویژن ایکٹ (SEPA 2014) اور ورلڈ بینک فنڈڈ کینڈکٹ کراچی میں واٹر اینڈ سیوریج سروسز اپروپریٹس پراجیکٹ (KWSSIP-2) ہم آہنگ کرتا ہے۔ ہم آپریشنل ہولٹوں میں انٹیکرینڈ ذمہ داریوں کے ساتھ مشترکہ سینٹرلائزڈ E&S فنکشنز پر مبنی باہر ڈاگرنائزیشنل ماڈل میں ہماری ٹیم میں شمولیت کیلئے انتہائی پرجوش پروفیشنلز کے خواہاں ہیں۔

چیف انوومنٹل اینڈ سوشل آفیسر

چیف E&S آفیسر کلیدی رہنما ہوگا جو CEO کیلئے E&S کے KWSC کے فارمنس کی نگرانی اور انوومنٹل اینڈ سوشل مینٹیننس سسٹم (ESMS) کی تشکیل و نفاذ میں کلیدی کردار ادا کرے گا۔ وہ (مرد/خاتون) پالیسی اور ESMS کی تشکیل، SEPA 2014 اور NOCs کی تعمیل و پیروی کو یقینی بنانے، E&S کے فارمنس کی نگرانی و دیکھ بھال، KWSC انوومنٹل مینٹیننس لیبارٹری کے قیام، شراکت داروں کی شرکت و مصروفیات کے انتظام و انصرام، شکایات کے ازالے و تصفیے اور کپسٹی بلڈنگ کو سپورٹ کرنے اور جینڈر مین اسٹریٹجک میں قائدانہ کردار ادا کرے گا۔

کوالیفیکیشن/تجربہ:

- HEC کی جانب سے تسلیم شدہ ایک انسٹی ٹیوٹ/یونیورسٹی سے انوومنٹل انجینئرنگ/انوومنٹل سائنسز میں ایک ماسٹرز ڈگری کا حامل
- متعلقہ تجربہ کم از کم 15 سال
- زیادہ سے زیادہ عمر کی حد 50 سال

منجبر انوومنٹل

منجبر (انوومنٹل) چیف E&S آفیسر کو رپورٹ کرے گا اور ماحولیاتی تعمیل و پیروی کو یقینی بناتے ہوئے KWSC کی مانیٹرنگ کے عمل کو مضبوط و دیرپا کرے گا۔ ذمہ داریوں میں ESMS، ماحولیاتی اثرات پر عملدرآمد و نفاذ، NOCs کیلئے SEPA کے ساتھ تعاون و اشتراک، ریسورس اینجینیئرنگ کا فروغ، اینڈنگ KETL اسسٹبلشمنٹ اور SEPA سرٹیفیکیشن، مانیٹرنگ کی نگرانی و دیکھ بھال اور گائیڈنگ کپسٹی ڈیولپمنٹ شامل ہوں گی۔

تعلیم/تجربہ:

- HEC کی جانب سے تسلیم شدہ ایک انسٹی ٹیوٹ/یونیورسٹی سے انوومنٹل انجینئرنگ/انوومنٹل سائنسز کا ماسٹر
- متعلقہ تجربہ کم از کم 7 سال
- زیادہ سے زیادہ عمر کی حد 40 سال ہے۔

منجبر (سوشل)

چیف E&S آفیسر کو رپورٹ کرتے ہوئے منجبر (سوشل)، سوشل کمپلیننس، اسٹیک ہولڈر کی شمولیت، جینڈر مین اسٹریٹجک، ESMS، سماجی اثرات کی مانیٹرنگ، سوشل اور لیبر لازمی پابندی، مشاورتوں کی قیادت، GRM کی نگرانی، جینڈر رائٹو مانیٹرنگ اور اراضی کے حصول کی نگرانی کے لئے ذمہ دار ہے۔

قابلیت/تجربہ:

- HEC کی جانب سے تسلیم شدہ ایک انسٹی ٹیوٹ/یونیورسٹی سے سوشیالوجی، سوشل ورک میں ماسٹرز یا ایک متعلقہ ڈگری (18 تعلیمی سال)
- کم سے کم 7 برس کا تجربہ
- زیادہ سے زیادہ عمر کی حد 40 سال ہے
- مندرجہ بالا اسامیوں کے لئے تفصیلی ToRs، کے ڈیپو اینڈ ایس سی ویب سائٹ <https://www.kwsc.gos.pk> سے ڈاؤن لوڈ کئے جاسکتے ہیں۔
- اسامیاں کراچی میں تعیناتی کے لئے ہیں۔ ہم ایک مساوی مواقع فراہم کرنے والے آج ہیں۔ ہائرنگ کے عمل کے دوران کامل رازداری قائم رکھی جائے گی۔ صرف منتخب کردہ امیدواروں سے رابطہ کیا جائے گا۔ انٹرویو کے لئے TA/DA نہیں دیا جائے گا، سرکاری/مملکت جاتی امیدواران، مندرجہ بالا اسامیوں کے لئے درخواست دینے کے لئے NOC لازماً حاصل کریں۔
- دلچسپی کے حامل امیدواران، بجیکٹ لائن میں اسامی کی صراحت کرتے ہوئے اپنی درخواستیں بشمول مفصل CV اور کوکریٹر، اشتہار ہذا کی اشاعت کے 15 دنوں کے اندر مندرجہ ذیل پتہ پر ڈپٹی چیفنگ ڈائریکٹر (HRD&A) کو ارسال کر سکتے ہیں۔

ڈپٹی چیفنگ ڈائریکٹر (HRD&A)

کراچی واٹر اینڈ سیوریج کارپوریشن KW&SC

ہیڈ آفس روم نمبر: 103، مندرجہ منسلو انیکسی بلڈنگ نزد سوک سینٹر گلشن اقبال، کراچی

فون نمبر: 99231464

عوامي آواز

سال 36 - شمارو 254 - آچيس 18 سيپٽمبر 2025 ع 24 ربيع الاول 1447 هـ - صفحا 08 - قيمت 40 روپيا

ڪراچي واٽر اينڊ سيوريج ڪارپوريشن



اظہار جي دلچسپيءَ لاءِ درخواست

ڪراچي واٽر اينڊ سيوريج ڪارپوريشن (KWSC)، ڪراچي ۾ پاڻي جي فراهمي ۽ سيوريج سسٽم جي انتظام لاءِ هڪ معروف پبليڪي پنهنجي ادارتي سڏاڻن ۽ پائيدار ترقي جي عزم جي حصي طور هڪ وفا انوائٽمينٽل اينڊ سوشل (E&S) سيل قائم ڪري رهي آهي. هي قدم KWSC ايڪٽ 2023، سنڌ انوائٽمينٽل پروٽيڪشن ايڪٽ (SEPA 2014)، ۽ ورلڊ بينڪ جي فنڊ ڪيل سيڪنڊ ڪراچي واٽر اينڊ سيوريج سروسز امپرووومنٽ پراجيڪٽ (KWSSIP-2) سان هم آهنگ آهي.

اسان انتهائي پورهوش پيشه ور فردن کي ڳولي رهيا آهيون ته جيئن اسان جي شهر ۾ هڪ هائڊر تنظيمي ماڊل ۾ شامل ٿين. جيڪو مرڪزي بنيادي E&S افعال کي آپريشنل سهولتن تي مربوط ذميوارين سان گڏ ڪري. اهي ڪردار مقابلي واري، مارڪيٽ - بنياد جون پگهارون ۽ قائد پيش ڪن ٿا.

چيف انوائٽمينٽل اينڊ سوشل آفيسر:

چيف E&S آفيسر هڪ اهم اڳواڻ هوندو، جيڪو CEO سطح تي KW&SC جي E&S ڪارڪردگي جي نگراني ڪندو ۽ انوائٽمينٽل اينڊ سوشل مئنيجمينٽ سسٽم (ESMS) جي ترقي ۽ عملدرآمد جي اڳواڻي ڪندو. پاليسي ۽ ESMS جي ترقي جي اڳواڻي ڪندو/ڪندي. SEPA 2014 ۽ NOCs جي تعميل کي يقيني بڻائيندو. E&S ڪارڪردگي جي نگراني ڪندو KW&SC انوائٽمينٽل ٽيسٽنگ ليبارٽري قائم ڪندو. اسٽيڪ هولڊرز جي شموليت ۽ شڪايت جي عملن کي منظر ڪندو. ۽ صلاحيت جي تعمير ۽ صفائي مرڪزي ذارا ۾ آڻڻ جي حمايت ڪندو.

قابليت / تجربو:

- HEC پاران تسليم شدہ انسٽيٽيوشنل/يونيورسٽي مان انوائٽمينٽل انجنيئرنگ/انوائٽمينٽل سائنسز ۾ ماسٽرز ڊگري حاصل
- گهٽ ۾ گهٽ 15 سال جو لاڳاپيل تجربو
- وڌ ۾ وڌ عمر جي حد 50 سال

مئنيجر انوائٽمينٽل

مئنيجر (انوائٽمينٽل) چيف E&S آفيسر کي رپورٽ ڪندو ۽ ماحولياتي تعميل کي يقيني بڻائيندو جڏهن ته KWSC جي نگراني کي مضبوط ڪندو. ذميوارين ۾ ESMS ماحولياتي پھلوئن کي لاڳو ڪرڻ شامل آهي. NOCs ۽ SEPA سان مشاورت. وسيلن جي ڪارڪردگي کي فروغ ڏيڻ، KETL جي قيام ۽ SEPA سرٽيفڪيشن جي اڳواڻي، مانيٽرنگ جي نگراني. ۽ صلاحيت جي ترقي جي رهنمائي ڪرڻ.

قابليت / تجربو:

- HEC پاران تسليم شدہ انسٽيٽيوشنل/يونيورسٽي مان انوائٽمينٽل انجنيئرنگ/انوائٽمينٽل سائنسز جي ماسٽرز.
- گهٽ ۾ گهٽ 7 سال جو لاڳاپيل تجربو
- وڌ ۾ وڌ عمر جي حد 40 سال

مئنيجر (سوشل)

چيف E&S آفيسر کي رپورٽ ڪرڻ، مئنيجر (سوشل) سماجي تعميل، اسٽيڪ هولڊرز جي شموليت، صفائي مرڪزي ذارا، ESMS سماجي پھلوئن تي عملدرآمد. سماجي ۽ مزدور قانونن جي پاسداري، عوامي صلاح مشورن جي اڳواڻي، GRM جي نگراني، صفائي معاملن جي انضمام، ۽ زمين جي حصول جي نگراني جو ذميوار آهي.

قابليت / تجربو:

- HEC پاران تسليم شدہ انسٽيٽيوشنل/يونيورسٽي مان سوشل لاجي، سوشل ورڪ ۾ ماسٽرز، يا لاڳاپيل ڊگري (18 تعليمي سال).
- گهٽ ۾ گهٽ 7 سال جو لاڳاپيل تجربو
- وڌ ۾ وڌ عمر جي حد 40 سال
- مٿئين عهدن جا تفصيلي ToRs ڏاکڻو لوڊ ڪري سگهجن ٿا KW&SC جي ويب سائيت <https://www.kwsc.gos.pk/> تان.
- عهدا ڪراچي ۾ موجود آهن اسان برابري جا موقعا ڏيندڙ آجر آهيون. تعيناتي عمل جي دوران سخت رازداري برقرار رکي ويندي. فقط شارت لسٽ ڪيل اميدوارن سان رابطو ڪيو ويندو. انٽرويو جي لاءِ ضو. TA/DA ادا نه ڪيو ويندو. سرڪاري/ڊپارٽمينٽل اميدوار مٿئين عهدن تي درخواست ڏيڻ لاءِ لازمي NOC حاصل ڪندا.
- خواهشمند اميدوار سندن درخواستون بشمول تفصيلي CV ۽ ڪور ليٽر سيڪيٽ لکين ۾ عهدي جو نالو ڄاڻائي ڊپٽي ڊائريڪٽر (HRD&A) کي هيلين ايڊريس تي هن اشتها جي اشاعت جي 15 ڏينهن جي اندر اندر موڪلي سگهن ٿا.

ڊپٽي مئنيجنگ ڊائريڪٽر (HRD&A)

ڪراچي واٽر اينڊ سيوريج ڪارپوريشن KW&SC

هيڊ آفيس ڪمر و نمبر 103، پهرين ماڙ اينڪسي بلڊنگ ويجهو سوڪ سينٽر

گلشن اقبال، ڪراچي

فون نمبر 99231464

کراچی واٹر اینڈ سیوریج کارپوریشن



سیاسی و معاشی

درخواست برائے اظہار دلچسپی

کراچی واٹر اینڈ سیوریج کارپوریشن (KWSC)، کراچی میں واٹر سپلائی اور سیوریج سسٹم کے انتظام کیلئے ایک اہم یونٹ، پائیدار ڈیولپمنٹ کیلئے اس کی ادارہ جاتی اصطلاحات اور عزم کے حصے کے طور پر وقف شدہ انوائٹمنٹل اینڈ سوشل (ای اینڈ ایس) میل قائم کر رہا ہے۔ یہ اقدام، KW&SC ایکٹ 2023، سندھ انوائٹمنٹل پروڈکشن ایکٹ (SEPA 2014)، اور ورلڈ بینک۔ فنڈ ڈوسرے کراچی واٹر اینڈ سیوریج سروسز ایمپروومنٹ پروڈیکٹ (KWSSIP-2) سے وابستہ ہے۔

ہمیں آپریشنل سہولیات میں مکمل ذمہ داروں کیساتھ ہائی برڈ آرگنائزیشنل ماڈل، سینٹرلائزڈ Core ای اینڈ ایس فنکشنز کو جوڑنے میں ہماری ٹیم میں شامل ہونے کیلئے اعلیٰ حوصلہ مند پیشہ ورانہ افرادی تلاش ہے۔

چیف انوائٹمنٹ اینڈ سوشل آفیسر

چیف ای اینڈ ایس آفیسر، ای او ایول پر KW&SC کی ای اینڈ ایس پرفارمنس کی نگرانی اور انوائٹمنٹل اینڈ سوشل مینجمنٹ سسٹم (ESMS) کی ڈیولپمنٹ اور نفاذ میں سربراہی کرتے ہوئے کلیدی سربراہ ہوگا۔ وہ SEPA 2014 اور NOCs کی تعمیل کو یقینی بنانے، ای اینڈ ایس پرفارمنس کی نگرانی، KWSC انوائٹمنٹل ٹیسٹنگ لیبارٹری قائم کرنے، اسٹیک ہولڈر کی شمولیت اور شکایتوں کی کارروائیوں کو سنبھالنے، اور صلاحیتوں کی تعمیر اور صنف کو مرکزی دھارے میں لانے میں مدد فراہم کرتے ہوئے، پالیسی اور ESMS ڈیولپمنٹ کی قیادت کریگا/کریگی۔

تعلیمی قابلیت / تجربہ:

- ایچ ای سی کی جانب سے تسلیم شدہ انسٹی ٹیوشن / یونیورسٹی سے انوائٹمنٹل انجینئرنگ / انوائٹمنٹل سائنسز میں ماسٹرز ڈگری کا حامل۔
- کم از کم پندرہ سالہ متعلقہ تجربہ۔
- زیادہ سے زیادہ عمر کی حد 50 سال۔

مینجر انوائٹمنٹ

مینجر (انوائٹمنٹ)، چیف ای اینڈ ایس آفیسر کو رپورٹ کریگا، مینجر KW&SC کی نگرانی کی پیشگی کے وقت ماحولیاتی تعمیل کو یقینی بنائے گا۔ ذمہ دار یاں بشمول ESMS حالیاتی پہلوؤں کا نفاذ، NOCs کیلئے SEPA سے رابطے، وسائل کی موزونیت کو فروغ دینا، KETL سٹیمپلڈ اور SEPA سرٹیفیکیشن کی قیادت، نگرانی مینٹرنگ، اور صلاحیت کو فروغ دینے میں معاونت۔

تعلیمی قابلیت / تجربہ:

- ایچ ای سی کی جانب سے تسلیم شدہ انسٹی ٹیوشن / یونیورسٹی سے انوائٹمنٹل انجینئرنگ / انوائٹمنٹل سائنسز میں ماسٹر۔
- کم از کم سات سالہ متعلقہ تجربہ۔
- زیادہ سے زیادہ عمر کی حد 40 سال۔

مینجر (سوشل)

چیف ای اینڈ ایس آفیسر کو رپورٹ کریگا، مینجر (سوشل)، سوشل کمپلائنس، اسٹیک ہولڈر کی شمولیت، صنف کو مرکزی دھارے میں لانے، ESMS سوشل پہلوؤں کا نفاذ، سوشل اور لیبر قوانین کی پابندی، پبلک کنسلٹیشن کی قیادت، GRM کی نگرانی، صنفی مسائل کو ختم کرنے، اور راضی کے حصول کی نگرانی کیلئے ذمہ دار ہے۔

تعلیمی قابلیت / تجربہ:

- ایچ ای سی کی جانب سے تسلیم شدہ انسٹی ٹیوشن / یونیورسٹی سے ماسٹرز ان سوشیالوجی، سوشل ورک، یا متعلقہ ڈگری (18 سالہ تعلیم)۔
- کم از کم سات سالہ متعلقہ تجربہ۔
- زیادہ سے زیادہ عمر کی حد 40 سال۔
- بالا اسامیوں کے مفصل ToRs کے ذیلیوا اینڈ ایس ای ویب سائٹ <https://www.kwsc.gos.pk> سے ڈاؤن لوڈ کئے جاسکتے ہیں۔
- اسامیاں کراچی سے تعلق رکھتی ہیں۔ ہم ملازمت کے مساوی مواقع فراہم کرنے والے آج ہیں۔ ہائرنگ کے عمل میں رازداری کو سختی سے مین ٹین کیا جائیگا۔ صرف شارٹ لسٹ کئے گئے امیدوار سے رابطہ کیا جائیگا۔ انٹرویو کیلئے کوئی ٹی اے / ڈی اے نہیں دیا جائیگا۔ سرکاری احکامات امیدواران، بالا اسامیوں کیلئے درخواست دینے کیلئے این او ای لازمی حاصل کریں۔
- دلچسپی کے حامل امیدواران عنوان میں اسامی درج کرتے ہوئے مفصل CV اور کوریٹر کے بشمول اپنی درخواستیں اشتہار ہذا کے اندرون 15 یوم مندرجہ ذیل پتے پر بذریعہ ڈاک ڈپٹی چیفنگ ڈائریکٹر (HRD&A) کو ارسال کر سکتے ہیں۔

ڈپٹی مینیجنگ ڈائریکٹر (HRD&A)

کراچی واٹر اینڈ سیوریج کارپوریشن KW&SC

ہیڈ آفس کمرہ نمبر 103، پہلی منزل انیکسی بلڈنگ نزد سوک سینٹر گلشن اقبال، کراچی

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TERMS OF REFERENCE

Chief Environment & Social Officer

Karachi Water & Sewerage Corporation

1. Introduction

Karachi, the largest city and economic centre of Pakistan, is confronted with significant challenges in its water supply and sewerage services. The Karachi Water and Sewerage Corporation (KWSC) is tasked with delivering WASH services to nearly 17 million residents, constituting approximately 84 percent of the city's population. Historically, service delivery has been inconsistent, marked by intermittent supply, elevated levels of non-revenue water, outdated sewerage infrastructure, and insufficient wastewater treatment capacity. These deficiencies have considerable ramifications for public health, environmental sustainability, and Karachi's economic competitiveness.

In response, the Government of Sindh (GoS), with assistance from the World Bank, initiated the Karachi Water and Sewerage Services Improvement Project (KWSSIP). KWSSIP is a reform-driven, multi-phase investment programme intended to transform KWSC into a financially sustainable and high-performing utility capable of providing safe, reliable, and sustainable services. The first phase (KWSSIP-1), supported by US\$40 million in financing, concentrated on utility reforms, institutional strengthening, and pilot investments. The second phase (KWSSIP-2), approved by the World Bank Board in December 2024 with IBRD/IDA and AIIB funding, broadens the initiative to encompass major infrastructure investments, continued utility reform, and comprehensive sectoral environmental and social enhancements.

In this context, the Environmental and Social (E&S) Cell is being established within KWSC as a permanent institutional mechanism. The Cell will ensure that KWSSIP investments and KWSC operations comply with national environmental and social legislation (e.g., Sindh Environmental Protection Act 2014, Sindh Resettlement & Rehabilitation Policy 2023, Sindh Occupational Safety and Health Act 2017), as well as the World Bank's Environmental and Social Framework (ESF). The Cell will also serve as the focal point for stakeholder engagement, grievance redress, gender mainstreaming, and occupational health and safety across all KWSC activities

The E&S Cell will therefore play a central role in institutionalizing environmental and social risk management within KWSC, enhancing sustainability, transparency, and accountability across all utility operations.

2. Scope / Objectives

The Chief Environmental & Social Safeguards Officer will lead the newly established E&S Cell, ensuring KWSC integrates E&S safeguards into all operations and projects. The Officer will provide strategic direction, oversee compliance with national laws and international standards, and serve as the primary focal point for government regulators, development partners, and community stakeholders.

3. Key Responsibilities

(i) ESMS System Development

- a. Coordinate with the top management KWSC for ES development and monitoring aspects.
- b. Take lead in developing KWSC ES policy, and ESMS by engaging all organs of KWSC, external stakeholder institutions and civil society organizations.
- c. Strengthen the ES Cell and appoint all the proposed staff.
- d. Facilitate the capacity building of ES Cell and KWSC staff.
- e. Advise and guide KWSC in all ES activities and programs while ensuring adequate resourcing.
- f. Develop ES key performance indicators, and track and report periodically.
- g. Establish ES GRM and connect it with KWSC GRM portal.
- h. Ensure gender mainstream in the operations of ES Cell, KWSC, and operational facilities.
- i. Establish ES monitoring and evaluation system.

(ii) Coordinate and Engage Stakeholder Institutions

- a. Coordinate with SEPA, Planning and Development Department, , Labor Department, Industry Department, Board of Revenue, Women Department, Energy Department, and Civil Society Organizations etc. for preparing the following functions:
 - i. Occupational health and safety.
 - ii. Disaster management planning.
 - iii. Resource efficiency and conservation (such as water and energy efficiency and conservation).
 - iv. Climate-resilience of infrastructure and operations.
 - v. Community Engagement.
 - vi. Gender issues
 - vii. GRM
- b. Conduct periodic meetings with stakeholders' institutions and communities.

(iii) Supervise compliance with ES legal framework

- a. Take lead and supervise the preparation of the following:
 - i. Preparation of ES Screening, IEE, and EIA of all new projects as per the requirement of ES legal framework and secure NOCs for design, construction and commission, and operation stages
 - ii. Ensure the implementation of ESMPs prepared under ES instruments
 - iii. Conduct ES audits of all KWSC operations/facilities to ensure compliance of ES legal framework
 - iv. Make a permanent institutional system for the disclosure of KWSC ES monitoring reports to the stakeholders
 - v. Ensure operator and contractors contracts are aligned with ES legal framework

(iv) Establish KWSC Environmental Testing Laboratory (KETL) and secure the SEPA certification for the laboratory.

(v) Financial management and budget preparation of ES Cell.

4. Position Requirements

Qualification

- Master's degree in Environmental Sciences, Environmental Engineering, Social Sciences, or related field from a recognized institution.
- Additional certification or training in Environmental & Social Risk Management, Occupational Safety, or Climate Adaptation will be an advantage.

Experience / Core Competencies

- At least **15 years of relevant experience** in Environmental Impact Assessments (EIAs), Environmental Management Plans (EMPs), Environment, Health, Safety, and Quality (HSE&Q) planning/design, implementation, training, monitoring, and evaluation in the **water and sanitation sector/ utilities or other large infrastructure projects**.
- Relevant **international work experience** with the World Bank, other multilateral organizations, and donors considered a strong advantage.
- Working knowledge of government departments and institutional processes in Pakistan.
- Strong knowledge of corporate sector HSE&Q program management and administration.
- In-depth knowledge of federal, provincial, and local laws, standards, regulations, and policies related to environment, health, and safety.
- Ability to identify unsafe conditions and implement corrective measures through inspections.
- Solid research, analytical, and reporting skills with the ability to support decisions with well-documented information.
- Proven ability to collaborate with diverse stakeholders, including regulators, financiers, and communities.
- Strong leadership and team management skills, including training and mentoring

5. Reporting Line

- Reports directly to the **Chief Executive Officer, KWSC**.

TERMS OF REFERENCE

Manager Environment

Karachi Water & Sewerage Corporation

1. Introduction

Karachi, Pakistan's largest city and economic hub, faces acute challenges in its water supply and sewerage services. The Karachi Water and Sewerage Corporation (KWSC) is responsible for providing WASH services to nearly 17 million residents — about 84 percent of the city's population. Service delivery, however, has historically been weak, characterized by intermittent supply, high non-revenue water (~64 percent), aging sewerage infrastructure, and inadequate wastewater treatment. These shortcomings have serious implications for public health, environmental sustainability, and the city's economic competitiveness.

To address these challenges, the Government of Sindh (GoS) with support from the World Bank, launched the Karachi Water and Sewerage Services Improvement Project (KWSSIP). KWSSIP represents a reform-led, multi-phase investment program designed to strengthen KWSC into a financially viable, well-performing utility that can deliver safe, reliable, and sustainable services. Phase 1 (KWSSIP-1), with US\$40 million financing, focused on utility reform, institutional strengthening, and pilot investments. Phase 2 (KWSSIP-2), approved by the World Bank Board in December 2024 with IBRD/IDA and AIIB financing, expands the scope to include major infrastructure investments, utility reform, and sector-wide environmental and social improvements.

In this context, the Environmental and Social (E&S) Cell is being established within KWSC as a permanent institutional mechanism. The Cell will ensure that KWSSIP investments and KWSC operations comply with national environmental and social legislation (e.g., Sindh Environmental Protection Act 2014, Sindh Resettlement & Rehabilitation Policy 2023, Sindh Occupational Safety and Health Act 2017), as well as the World Bank's Environmental and Social Framework (ESF). The Cell will also serve as the focal point for stakeholder engagement, grievance redress, gender mainstreaming, and occupational health and safety across all KWSC activities.

The E&S Cell will therefore play a central role in institutionalizing environmental and social risk management within KWSC, enhancing sustainability, transparency, and accountability across all utility operations.

2. Scope / Objectives

The Manager Environment will be responsible for ensuring the effective implementation of the Environmental and Social Management System (ESMS) across all KWSC operations and projects, working under the guidance of the Chief Environmental & Social Safeguards Officer. The role encompasses overseeing environmental assessments, screenings, audits, and compliance monitoring, while also providing technical leadership in the establishment and operationalization of the Karachi Environmental

Testing Laboratory (KETL). The Manager Environment will promote resource efficiency, ensure compliance with national regulations and international standards, and integrate environmental safeguards into procurement and contractual processes. The position will further contribute to institutional strengthening by leading environmental capacity development initiatives, supervising digitization of the E&S Cell, and coordinating closely with SEPA, contractors, consultants, and communities to enhance KWSC's environmental performance and sustainability.

3. Key Responsibilities

(i) ESMS Implementation

- a. Assist Chief ES in all its functions and activities.
- b. Prepare TORs in collaboration with Social Manager for consultants, manage outsourcing, and supervise consultants for conducting IEE and EIAs.
- c. Participate in public hearings as per the requirements of SEPA 2014.
- d. Coordinate with SEPA for the issuance of NOCs of projects at design, construction and commissioning, and operational stages.
- e. Conduct environmental screening of all the KWSC operational facilities in collaboration with ES Cell team.
- f. Conduct environmental audits of KWSC operational facilities in collaboration with the ES Cell team.
- g. Supervise the implementation of environmental aspects of ESMPs prepared under ES Screenings, IEEs, EIAs, and Environmental Audits.
- h. Promote resource efficiency and conservation, identify the areas of losses, and implement remedial actions.
- i. Ensure all KWSC operations comply with environmental legal framework.
- j. Participate in stakeholder consultation events for engaging stakeholder institutions and communities.
- k. Incorporate environmental scope of work in the TORs for operator and contractor companies bidding documents, and make sure ESMPs implementation is part of the operators and contractors contract documents.
- l. Supervise and facilitate Assistant Manager Environment and Junior environmental specialists at operational facilities level to execute their functions and activities.

(ii) Establishment of KWSC Environmental Testing Laboratory

- a. Prepare a detailed feasibility report for the establishment of KETL.
- b. Assist Chief ES and KWSC in the procurement of KETL equipment.
- c. Supervise the construction work for KETL.
- d. Supervise the commission of KETL.
- e. Coordinate with SEPA for the certification of KETL.
- f. Prepare TORs and hire the services of third party for conducting environmental testing till the establishment of KETL.
- g. Authorize laboratory methods and analysis carried out by KETL in liaison with other third party statutory or private accredited laboratories in areas of wastewater and water analysis parameters.

(iii) KWSC Capacity Development

- a. Take lead at the operational level for supervising and conducting environmental capacity development activities and events.
- b. Supervise the digitization of ES Cell

(iv) Supervisory and Operational Tasks

- a. Ensure drinking water and wastewater comply with SEQS.
- b. Issue notices to the relevant organ of KWSC for environmental non-compliance.
- c. Supervise the implementation of environmental aspects of ESMS in KWSC projects.
- d. Prepare and submit environmental monthly, quarterly and annual reports for the department.
- e. Liaise with all relevant statutory, public and private agencies in environmental, water, forestry, occupational health safety, public health including Government Ministries, and State Corporations among others in matters on sustainable development, environmental and public health quality management.
- f. Supervise investigations and conduct site inspections to determine environmental ES legal framework compliance.

4. Position Requirements

Qualification

- Master's degree in Environmental Sciences, Environmental Engineering, or related field from a recognized institution.
- Professional certification in EIA/ ESMS/ **NEBOSH, OSHA, IOSH Managing Safely, or ISO 45001** in Occupational Health & Safety, along with knowledge of **ISO 14001 Environmental Management Systems**, will be considered an advantage.
- .

Experience / Core Competencies

- At least **10 years of relevant experience** in environmental management, EIAs, ESMPs, environmental audits, and compliance in the water and sanitation or large infrastructure sector.
- Demonstrated experience with **environmental monitoring programs** (air, water, wastewater, noise, sludge).
- Experience in **laboratory establishment and water/wastewater analysis** preferred.
- Strong working knowledge of **SEPA 2014, SEQS**, and World Bank ESF (ESS1–ESS6).
- Capacity to integrate environmental safeguards into TORs, bidding documents, and contracts.
- Familiarity with biodiversity conservation, climate resilience, and resource efficiency.
- Ability to conduct compliance inspections, identify risks, and propose corrective measures.
- Experience in training and capacity-building for institutional staff and contractors.
- Strong report writing, research, and analytical skills.
- Proficiency in using digital tools for data management will be an advantage.

- Proven ability to coordinate with regulators, consultants, and communities.

5. **Reporting Line**

- Reports directly to the **Chief Environmental & Social Officer**.
- Supervises environmental specialists (designated KWSC staff) and relevant staff.

TERMS OF REFERENCE

Manager Social

Karachi Water & Sewerage Corporation

1. Introduction

Karachi, Pakistan's largest city and economic hub, faces acute challenges in its water supply and sewerage services. The Karachi Water and Sewerage Corporation (KWSC) is responsible for providing WASH services to nearly 17 million residents — about 84 percent of the city's population. Service delivery, however, has historically been weak, characterized by intermittent supply, high non-revenue water (~64 percent), aging sewerage infrastructure, and inadequate wastewater treatment. These shortcomings have serious implications for public health, environmental sustainability, and the city's economic competitiveness.

To address these challenges, the Government of Sindh (GoS) with support from the World Bank, launched the Karachi Water and Sewerage Services Improvement Project (KWSSIP). KWSSIP represents a reform-led, multi-phase investment program designed to strengthen KWSC into a financially viable, well-performing utility that can deliver safe, reliable, and sustainable services. Phase 1 (KWSSIP-1), with US\$40 million financing, focused on utility reform, institutional strengthening, and pilot investments. Phase 2 (KWSSIP-2), approved by the World Bank Board in December 2024 with IBRD/IDA and AIIB financing, expands the scope to include major infrastructure investments, utility reform, and sector-wide environmental and social improvements.

In this context, the Environmental and Social (E&S) Cell is being established within KWSC as a permanent institutional mechanism. The Cell will ensure that KWSSIP investments and KWSC operations comply with national environmental and social legislation (e.g., Sindh Environmental Protection Act 2014, Sindh Resettlement & Rehabilitation Policy 2023, Sindh Occupational Safety and Health Act 2017), as well as the World Bank's Environmental and Social Framework (ESF). The Cell will also serve as the focal point for stakeholder engagement, grievance redress, gender mainstreaming, and occupational health and safety across all KWSC activities.

The E&S Cell will therefore play a central role in institutionalizing environmental and social risk management within KWSC, enhancing sustainability, transparency, and accountability across all utility operations.

2. Scope / Objectives

The Manager Social will be responsible for leading and coordinating the social safeguards agenda within KWSC. This includes supporting the Chief Environmental & Social Safeguards Officer in implementing the Environmental and Social Management System (ESMS); conducting social screenings, audits, and consultations; managing the social aspects of ESMPs, RAPs, LMPs, SEPs, and GAPs; and ensuring compliance with labour and resettlement frameworks. The role will further involve supervising the design

and operation of the grievance redress system, promoting gender equality and inclusion across KWSC systems and operations, and leading capacity-building initiatives. In addition, the Manager Social Compliance will engage with communities, civil society, and regulatory bodies, and provide regular reporting on social performance, risks, and mitigation measures.

3. Key Responsibilities

(i) ESMS Implementation

- a. Assist Chief ES in all its functions and activities.
- b. Contribute to social section of TORs for consultants, manage outsourcing, and supervise consultants for conducting IEE and EIAs.
- c. Take lead in conducting public hearings as per the requirements of SEPA 2014.
- d. Conduct social screening of all the KWSC operational facilities in collaboration with ES Cell team.
- e. Conduct social audits of KWSC operational facilities in collaboration with the ES Cell team.
- f. Supervise the implementation of social aspects of ESMPs prepared under ES Screenings, IEEs, EIAs, and Environmental Audits.
- g. Ensure all KWSC operations comply with social legal framework including labor laws.
- h. Take lead in conducting stakeholder consultation events for engaging stakeholder institutions and communities.
- i. Incorporate social (including labor related) scope of work in the TORs for operator and contractor companies bidding documents, and make sure social aspects of ESMPs implementation is part of the operators and contractors contract documents.
- j. Supervise and facilitate Assistant Manager Social and Junior Social specialists at the operational facilities level to execute their functions and activities.

(ii) KWSC Capacity Development

- a. Take lead at the operational level for supervising and conducting social capacity development activities and events.
- b. Contribute to the digitization of ES Cell

(iii) Grievance Redress Mechanism (GRM)

- a. Supervise the development of ES GRM system for KWSC
- b. Supervise the integration of ES GRM with KWSC GRM system
- c. Supervise the operational aspects of GRM
- d. Supervise the upgrade of GRM system whenever required

(iv) Mainstream Gender Issues

- a. Assist Chief ES in identifying, training, and engaging a multi-disciplinary Gender Focal Team to facilitate the process and to ensure effective gender mainstreaming mechanisms are in place to challenge gender stereotypes and address violence against women at KWSC.
- b. Supervise the main streaming of gender equality and inclusion in KWSC systems and projects.

- c. Develop and conduct training for the staff involved in social safeguards, gender equality initiatives, WASH activities, water conservation etc.
 - d. Stay informed about current research and innovative practices related to social safeguards, gender equality and WASH practices in the water sector, implementing relevant findings in the KWSC operations.
 - e. Collect and analyze gender-disaggregated data to identify disparities and formulate new strategies for improvement. Regularly assess the impact of policies and initiatives on gender equality, making adjustments as needed to address challenges and enhance effectiveness.
 - f. Develop and implement gender-sensitive policies to ensure equitable access to water resources and opportunities for both men and women community.
 - g. Establish guidelines to mainstream gender equality at all Levels in KWSC from programs and projects to operations, including monitoring and evaluation.
 - h. Design gender transformative training guidelines and awareness programs to Increase awareness, communication, advocacy, and knowledge management of internal and external customers of the KWSC.
 - i. Develop the monitoring and evaluation mechanism for gender equality assessments/Audits.
- (v) Supervisory and Operational Tasks**
- a. Issue notices to the relevant organ of KWSC for social non-compliance.
 - b. Supervise the implementation of ESMS in KWSC projects for social aspects.
 - c. Prepare and submit social monthly, quarterly and annual reports for the department.
 - d. Liaise with all relevant statutory, public and private agencies in environmental, water, forestry, occupational health safety, public health including Government Ministries, and State Corporations among others in matters on sustainable development, environmental and public health quality management.
 - e. Supervise investigations and conduct site inspections to determine social legal framework compliance.
 - f. Supervise the land acquisition process as per the requirements of the Land Acquisition Act and any other relevant legislation. Ensure the effected persons are rightly compensated.
 - g. Take lead in awareness and dissemination campaigns for ES aspects, risks, impacts, and mitigations.
 - h. Foster partnerships with external organizations and agencies working on social safeguards, gender-related issues, WASH practices to leverage resources and expertise.

4. Position Requirements

Qualification

- Master's degree in Sociology, Social Work, Anthropology, Development Studies, or other relevant discipline (18 years of education)..

Experience / Core Competencies

- At least **10 years' relevant experience** in social safeguards, community engagement, resettlement, or social development in infrastructure or WASH sector projects.
- Experience working in infrastructure or relevant organizations in their CSR or ESG departments
- Demonstrated experience in preparing and implementing RAPs, SEPs, LMPs, and GAPs.
- Strong knowledge of Pakistan's labor laws, land acquisition frameworks, and Sindh Resettlement & Rehabilitation Policy 2023.
- Experience in grievance redress systems and stakeholder engagement.
- Knowledge of World Bank ESF, especially ESS2 (Labor), ESS5 (Land Acquisition), and ESS10 (Stakeholder Engagement).
- Proven expertise in gender mainstreaming and inclusive development.
- Strong facilitation, communication, and negotiation skills with communities and institutions.
- Ability to analyze and report gender-disaggregated and social data.
- Experience supervising social safeguards teams and consultants.
- Proficiency in using digital tools for social data management will be an advantage.

5. Reporting Line

- Reports directly to the **Chief Environmental & Social Officer**.
- Supervises social specialists (designated KWSC staff) relevant staff.