



CAREER OPPORTUNITIES

Engineering Consultancy Services Punjab (Pvt.) Limited (ECSP) is a leading multi-disciplinary organization providing diversified consultancy services in engineering, infrastructure, environment, public health, urban planning, and energy sectors. To further strengthen its management team, ECSP invites applications from dynamic, experienced, and result-oriented professionals for the following posts:

Sr No.	Positions	No. of Posts	Qualifications	Experience (Years)	Sr No.	Positions	No. of Posts	Qualifications	Experience (Years)
HR & ADMIN WING									
1.	GM (HR & Administration) (PKR 600,000 to 700,000)	1	Minimum 16 years of education in Human Resource Management / Business Administration / Public Administration / Public Policy from a HEC-recognized university. Master's Degree in Human Resource Management / Business Administration / Public Administration / Public Policy or Organizational Behavior from a HEC-recognized university will be preferred. Additional certifications or diplomas in Human Resource Development / Organizational Behavior / Industrial Relations / Strategic HR Management will be considered an added advantage.	Minimum 10 years of relevant professional experience in HR and administrative management; including at least 05 years in a senior leadership or similar role in a reputed public/private organization. Proven experience in policy formulation, organizational development, recruitment & selection, performance management systems, employee relations, and general administration.	17.	Senior Manager (Structures & Buildings) (PKR 500,000 to 600,000)	1	Minimum 16 years of education in Civil / Structural Engineering from a HEC-recognized university. (PEC registered) Master Degree in Structural Engineering from a HEC-recognized university will be preferred.	Minimum 08 years of relevant post-qualification experience in structural design and construction supervision of buildings and related structures, including 04 years in a managerial / team lead capacity or similar role preferably in large engineering consultancy, infrastructure development, or public sector organizations.
2.	Manager (HR) (PKR 300,000 to 500,000)	1	Minimum 16 years of education in Human Resource Management / Public Administration / Public Policy from a HEC-recognized institution. Master Degree in Human Resource Management / Business Administration / Public Administration / Public Policy or Organizational Behavior will be preferred.	Minimum 06 years of post-qualification experience in HR management, recruitment & selection, and performance / administrative management or in a similar role.	18.	Manager (Structure & Buildings) (PKR 300,000 to 500,000)	2	Minimum 16 years of education in Civil / Structural Engineering from a HEC-recognized university. (PEC Registered) Master Degree in Structural Engineering will be preferred.	Minimum 06 years of post-qualification experience in structural design, analysis, and vetting of building and infrastructure projects or in a similar role.
3.	Manager (Admin) (PKR 300,000 to 500,000)	2	Minimum 16 years of education in Business Administration / Public Administration / Management Sciences from a HEC-recognized institution. Master Degree in Business Administration / Organizational Development will be preferred	Minimum 06 years of post-qualification experience in general administration, logistics, facilities, and office management or in a similar role.	ROADS & HIGHWAYS WING				
CONSTRUCTION MANAGEMENT WING									
4.	GM (Construction Management) (PKR 600,000 to 700,000)	1	Minimum 16 years of education in Civil Engineering from a HEC-recognized institution. (PEC registered) Master in Construction / Project / Engineering Management from a HEC-recognized university and/or PMP certification will be preferred.	Minimum 10 years of relevant experience in construction management, works' supervision, and contract administration; including 05 years in a senior management or similar role in a reputed public/private organization.	19.	GM (Roads & Highways) (PKR 600,000 to 700,000)	1	Minimum 16 years of education in Civil / Transportation Engineering from a HEC-recognized university. (PEC registered) Master Degree in Transportation / Highway Engineering from a HEC-recognized university will be preferred.	Minimum 10 years of relevant experience in road / highway design, pavement engineering, transport planning and construction supervision; including 05 years in a senior position or similar role in a reputed public/private organization.
5.	Project Director (PKR 500,000 to 600,000)	6	Minimum 16 years of education in Civil / Electrical / Mechanical Engineering or related discipline from a HEC-recognized and PEC-accredited institution. Master's Degree in Project Management / Construction Management / Engineering Management / Business Administration from a HEC-recognized university will be preferred.	Minimum 10 years of relevant post-qualification experience in planning & scheduling, construction supervision and contract administration of large-scale infrastructure, water supply, sanitation, public health, transportation, or energy sector projects. Must have at least 05 years' experience in project leadership / management or similar role handling multidisciplinary consultancy projects.	20.	Senior Manager (Roads & Highways) (PKR 500,000 to 600,000)	2	Minimum 16 years of education in Civil Engineering from a HEC-recognized university. (PEC registered) Master Degree in Transportation / Highway Engineering from a HEC-recognized university will be preferred.	Minimum 08 years of relevant experience in highway and pavement design, project management, and supervision, including 04 years in a senior / team lead or similar role preferably in large engineering consultancy, infrastructure development, or public sector organizations.
PROCUREMENT & CONTRACTS WING									
6.	GM (Procurement & Contracts) (PKR 600,000 to 700,000)	1	Minimum 16 years of education in Engineering from a HEC-recognized university. (PEC registered) Master in Construction Management / Contract Management / Supply Chain Management / MBA from a HEC-recognized university will be preferred.	Minimum 10 years of relevant experience in procurement planning, contract administration, and bid evaluation under PPRA/PEC/FIDIC Guidelines, Claims Handling, Dispute Resolution; including 05 years in a senior or similar role in a reputed public/private organization.	21.	Manager (Roads & Highways) (PKR 300,000 to 500,000)	2	Minimum 16 years of education in Civil / Transportation / Highway Engineering from a HEC-recognized university. (PEC Registered) Master Degree in Transportation or Highway Engineering will be preferred.	Minimum 06 years of post-qualification experience in geometric design, pavement design, and construction supervision of roads and highways or in a similar role.
7.	Senior Manager (Procurement) (PKR 500,000 to 600,000)	1	Minimum 16 years of education in Engineering / Business Administration / Supply Chain Management from a HEC-recognized university. (PEC registered) Master Degree in Procurement or MBA from a HEC-recognized university will be preferred.	Minimum 08 years of relevant post-qualification experience in procurement planning, tendering, and bid evaluation as per PPRA/PEC/FIDIC guidelines, including 04 years in a supervisory / team lead or similar role preferably in large engineering consultancy, infrastructure development, or public sector organizations.	WATER RESOURCES WING				
8.	Senior Manager (Contracts) (PKR 500,000 to 600,000)	1	Minimum 16 years of education in Engineering / Law / Management Sciences from a HEC-recognized institution. Master Degree in Contract Management / Project Management or MBA from a HEC-recognized university will be preferred. (PEC registered)	Minimum 08 years of relevant post-qualification experience in contract drafting, contract negotiation, contract administration, claims management and dispute resolution including 04 years in a senior position / team lead or similar role preferably in large engineering consultancy, infrastructure development, or public sector organizations.	22.	GM (Water Resources) (PKR 600,000 to 700,000)	1	Minimum 16 years of education in Civil / Water Resources Engineering from a HEC-recognized university. (PEC registered) Master Degree in Water Resources / Hydraulics from a HEC-recognized university will be preferred.	Minimum 10 years of relevant experience in irrigation, drainage, flood management, and water sector planning & design; including 05 years in a senior management or similar role in a reputed public/private organization
9.	Manager (Procurement) (PKR 300,000 to 500,000)	2	Minimum 16 years of education in Engineering / Business Administration from a HEC-recognized university. (PEC Registered) MBA from a HEC-recognized university will be preferred.	Minimum 06 years of professional experience in procurement of consultancy and works contracts, with sound knowledge of PPRA Rules, FIDIC and PEC Form of Contracts & guidelines or in a similar role.	23.	Senior Manager (Water Resources) (PKR 500,000 to 600,000)	2	Minimum 16 years of education in Civil / Water Resources Engineering from a HEC-recognized university. (PEC registered) Master Degree in Water Resources / Hydraulic Engineering from a HEC-recognized university will be preferred.	Minimum 08 years of relevant post-qualification experience in planning, design, and implementation of water sector projects, including 04 years in a managerial / team lead or similar role preferably in large engineering consultancy, infrastructure development, or public sector organizations.
10.	Manager (Contracts) (PKR 300,000 to 500,000)	2	Minimum 16 years of education in Civil Engineering / Law / Business Administration MBA from a HEC-recognized university. (PEC Registered) Master Degree in Contract Management / Project Management or MBA from a HEC-recognized university will be preferred	Minimum 06 years of post-qualification experience in contract preparation, contracts administration, claims handling and dispute resolution in engineering consultancy or infrastructure projects or in a similar role.	24.	Manager (Water Resources) (PKR 300,000 to 500,000)	2	Minimum 16 years of education in Civil / Agricultural / Water Resources Engineering from a HEC-recognized university. (PEC Registered) Master Degree in Hydraulics / Irrigation / Water Resource Engineering Management will be preferred.	Minimum 06 years of post-qualification experience in hydraulic design, irrigation systems, and water management projects or in a similar role.
ARCHITECTURE WING									
11.	GM (Architecture) (PKR 600,000 to 700,000)	1	Minimum 16 years of education in Architecture from a HEC-recognized university. (PCATP registered) Master in Architecture / Urban Design from a HEC-recognized university will be preferred.	Minimum 10 years of relevant experience in architectural design, landscape design, building planning, and interior & coordination works; including 05 years in a senior design management or similar role in a reputed public/private organization.	ENERGY & ENVIRONMENT WING				
12.	Senior Manager (Architecture) (PKR 500,000 to 600,000)	1	Minimum 16 years of education in Architecture from a HEC-recognized university. (PCATP registered) Master Degree in Architecture / Urban Design from a HEC-recognized university will be preferred.	Minimum 08 years of relevant post-qualification experience in architectural design, planning, interior design and project coordination, including 04 years in a senior / team lead or similar role preferably in large engineering consultancy, infrastructure development, or public sector organizations.	25.	GM (Energy & Environment) (PKR 600,000 to 700,000)	1	Minimum 16 years of education in Environmental / Energy / Electrical / Mechanical Engineering from a HEC-recognized university. (PEC registered) Master Degree in Renewable Energy / Environmental Engineering / Environmental Sciences / Management from a HEC-recognized university will be preferred.	Minimum 10 years of relevant experience in energy, renewable resources, environmental/social assurances & compliances, and audit reports; including 05 years in a leadership capacity or similar role in a reputed public/private organization.
13.	Manager (Architect) (PKR 300,000 to 500,000)	1	Minimum 16 years of education in Architecture from a HEC-recognized university. (PCATP registered) Master Degree in Architecture or Urban Design will be preferred	Minimum 06 years of post-qualification experience in architectural design, planning detailing and project coordination for large-scale projects in engineering consultancy, infrastructure development, or public sector organizations or in a similar role.	26.	Senior Manager (Energy & Environment) (PKR 500,000 to 600,000)	1	Minimum 16 years of education in Environmental / Energy / Electrical / Mechanical Engineering from a HEC-recognized university. (PEC registered) Master Degree in Renewable Energy / Environmental Engineering / Environmental Sciences / Management from a HEC-recognized university will be preferred.	Minimum 08 years of relevant post-qualification experience in energy, renewable resources, or environmental/social assurances & compliance, audit reports including 04 years in a senior / supervisory or similar role preferably in large engineering consultancy, infrastructure development, or public sector organizations.
BUSINESS DEVELOPMENT WING									
14.	GM (Business Development) (PKR 600,000 to 700,000)	1	Minimum 16 years of education in Business Administration / Marketing / Management Sciences / Engineering (Civil / Electrical / Mechanical / related disciplines) from a HEC-recognized university. Master Degree in Business Administration / Marketing / Engineering Management / Project Management from a HEC-recognized university will be preferred. Additional certifications or diplomas in Strategic Marketing / Project Development / Proposal Management / Business Growth Strategy will be considered an added advantage.	Minimum 10 years of relevant experience in business development, marketing, proposal preparation, project acquisition, client relationship management, and strategic planning; including 05 years in a senior management / leadership or similar role in a reputed public/private organization. Demonstrated experience in preparing technical & financial proposals, managing RFP/Tender processes, client engagement, and business expansion in public/private sector projects.	27.	Manager (Energy & Environment) (PKR 300,000 to 500,000)	2	Minimum 16 years of education in Environmental / Electrical / Energy Engineering, Environmental Sciences, or related disciplines from a HEC-recognized university. (PEC Registered) Master Degree will be preferred.	Minimum 06 years of post-qualification experience in energy audits, renewable energy, environmental assessments (EIA/IEE), audit reports or in a similar role.
15.	Manager (Business Development) (PKR 300,000 to 500,000)	1	Minimum 16 years of education in Business Administration / Marketing / Management Sciences / Engineering from a HEC-recognized university. Master Degree in Business Administration / Marketing / Engineering Management / Project Management will be preferred.	Minimum 06 years of post-qualification experience in business development, proposal preparation, and client relationship management within consultancy or construction sectors or in a similar role.	FINANCE WING				
STRUCTURES & BUILDINGS WING									
16.	GM (Structures & Buildings) (PKR 600,000 to 700,000)	1	Minimum 16 years of education in Civil / Structural Engineering from a HEC-recognized university. (PEC registered) Master Degree in Structural Engineering from a HEC-recognized university will be preferred.	Minimum 10 years of relevant experience in structural design of buildings, bridges, steel structures and related infrastructures; including 05 years in a design management or similar role in a reputed public/private organization.	28.	Senior Manager (Finance) (PKR 500,000 to 600,000)	2	Minimum 16 years of education in Finance / Accounting / Commerce / Economics / Business Administration from a HEC-recognized institution. Master Degree in Finance / Accounting / Business Administration or equivalent from a HEC-recognized institution will be preferred. Professional qualifications such as CA / ACMA / ACCA will be considered an added advantage.	Minimum 08 years of relevant post-qualification experience in energy, renewable resources, or environmental/social assurances & compliance, audit reports including 04 years in a senior / supervisory or similar role preferably in large engineering consultancy, infrastructure development, or public sector organizations.
LEGAL WING									
17.	Manager (Legal) (PKR 300,000 to 500,000)	1	Minimum 16 years of education in Law (LLB) from a HEC-recognized institution. LLM or specialization in corporate / contract law from a HEC-recognized institution will be preferred.	Minimum 06 years of post-qualification experience in corporate, commercial, and contract law or in a similar role.	GEO-TECH WING				
TECHNOLOGY WING									
18.	Manager (Geotech) (PKR 300,000 to 500,000)	1	Minimum 16 years of education in Geotechnical / Civil / Geological Engineering from a HEC-recognized university. (PEC Registered) Master Degree in Geotechnical or Soil Mechanics will be preferred.	Minimum 06 years of post-qualification experience in geotechnical investigations, foundation design, soil testing, and related analysis or in a similar role.	29.	Manager (IT) (PKR 300,000 to 500,000)	2	Minimum 16 years of education in Computer Science / Software Engineering / Artificial Intelligence / Cybersecurity / Information Technology / Data Science from a HEC-recognized institution. Master Degree in IT Management or related field will be preferred.	Minimum 06 years of post-qualification experience in IT infrastructure governance, digital transformation, IT systems, database management, and cybersecurity or in a similar role.
INTERNAL AUDIT WING									
19.	Manager (Audit) (PKR 300,000 to 500,000)	1	Minimum 16 years of education in Accounting / Finance / Commerce / Economics from a HEC-recognized institution. Master degree in related discipline or CA / ACCA / ICMA / MBA (with specialization in Finance) qualification will be preferred.	Minimum 06 years of post-qualification experience in internal audit, risk assessment, internal controls and compliance functions or in a similar role.	HOW TO APPLY:				

Interested candidates may apply within 15 days by submitting their CV along with a cover letter via email at hrd@ecsp.com.pk or hard copy. Applications must include copies of educational and experience certificates, professional registration, photograph, and CNIC.

Only shortlisted candidates will be called for interview and must present original documents. Late or incomplete applications will not be considered.

ECSP offers market-based salaries on a contract basis and reserves the right to shortlist candidates, reject applications, or cancel the process without assigning any reason. No TADA will be provided, and the Selection Committee's decision will be final.



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