

Hiring of Telecom Reforms Expert under DEEP MOITT

TERMS OF REFERENCE					
Announcement Reference no:		PK-MOITT-546254-CS-INDV		Date	16 March 2026
Project	Digital Economy Enhancement Project (DEEP) (P174402)				
Position Name	Telecom Reforms Expert			Position ID	-
Vacancy	1	Type of Contract	Individual Consultancy	Duration of Contract	24 months
BACKGROUND					
Digital Economy Enhancement Project (DEEP) is a World Bank assisted project with the objective of enhancing the Government's capacity for digitally enabled public services delivery for citizens and businesses. Ministry of IT & Telecom (MoITT) is the Executing Agency of the project with implementation support from (i) Board of Investment (BoI), (ii) National Database and Registration Authority (NADRA), (iii) Ignite – National Technology Fund and (iv) National IT Board (NITB).					
PROJECT DESCRIPTION					
DEEP aims to develop a framework and technology to promote digital services across Pakistan, significantly transforming citizen centric unified services nationwide. The project will support the development of digital public infrastructure including for responsible data exchange, digital authentication, and verifiable credentials and digitalization of public services (including to make them available through a new national citizen portal), which will improve the accessibility and delivery of services, economic opportunities, and social protection. In addition, DEEP will support a transition towards a digital inventory of administrative procedures and the development of an electronic single window—the Pakistan Business Portal (PBP)—integrated across all three layers of government for new and existing businesses to apply, renew, pay, and meet all their compliance needs. It will also promote civic innovation and digital inclusion.					
OBJECTIVES OF THE ASSIGNMENT					
The Telecom Reforms Expert will facilitate the DEEP and Ministry of IT and act as a bridge between government agencies, regulators, telecom operators, and international forums. The responsibilities include providing high-level strategic advisory on telecom sector reforms, policy development, regulatory frameworks, and emerging technologies. The main objective of this assignment is to ensure efficient planning and successful execution of key telecom reform initiatives through effective coordination, stakeholder engagement, and technical expertise. The consultant is expected to foster positive relationships, ensure clear communication, and resolve policy and regulatory challenges. S/he will ensure inclusive participation of all stakeholders, government bodies, and international partners.					
The responsibilities include (but are not limited to) the following: 1. Telecom Policy Development: Conduct in-depth analysis of market failures within the telecom sector and provide actionable recommendations to address identified gaps. Integrate a forward-looking perspective by aligning reforms with emerging and disruptive technologies expected to shape the sector within the next 3-5 years. 2. Licensing Policy Framework: Develop a comprehensive framework for telecom licensing, ensuring alignment with industry needs and regulatory objectives. 3. Rolling Spectrum Strategy: Design a strategic plan for spectrum allocation and management, focusing on optimizing utilization and addressing future market demands. 4. Telecom Dashboard Framework: Develop a detailed framework for a telecom dashboard to provide real-time insights into national fixed and wireless network performance, coverage, and usage. 5. International & Strategic Telecom Initiatives: Assist in preparations for international forums (WRC, WTDC, MWC, etc.), including policy briefs and position papers. Formulate Telecom KPIs (National & International) with statistical expertise to measure sector					

performance. Provide recommendations on Emerging Technologies & Innovations (Satellite Comm, IoT, AI, etc.) for policy integration. Analyze and propose Tax Reforms to improve telecom sector competitiveness. Develop strategies to strengthen the Fintech & Mobile Ecosystem, including regulatory and market incentives. 6. Procurement Support (TORs/RFPs): Develop comprehensive Terms of Reference (TORs) and Request for Proposals (RFPs) for engaging firm(s) to execute key telecom initiatives, ensuring alignment with industry standards, stakeholder needs, and regulatory compliance. 7. Project Oversight and Stakeholder Engagement: Provide essential support, monitor, and oversee the performance of engaged firm(s) to ensure successful implementation and delivery. Offer guidance, track progress, and ensure adherence to project objectives and standards. Engage with stakeholders to understand requirements, align with industry standards, and ensure compliance.
SCOPE OF THE ASSIGNMENT
The scope of works for the Telecom Reforms Expert will include (but not be limited to) the following tasks: 1) Ensure compliance with the World Bank's and Government of Pakistan Procurement and Evaluation guidelines and requirements, adapting methods and reports as needed to meet their standards. 2) Develop comprehensive policies, frameworks, Terms of Reference (TORs), and tender documents for key telecom initiatives including telecom policy, licensing framework, spectrum strategy, and telecom dashboard. 3) Develop detailed implementation plans, timelines, and stakeholder engagement strategies for each initiative. 4) Draft policy briefs, position papers, KPI frameworks, and strategic recommendations for international forums and domestic reforms. 5) Provide regular progress reports to MoITT/DEEP PMU on policy development, stakeholder engagements, and oversight of firm(s) performance.
QUALIFICATION AND EXPERIENCE
1) Minimum 16 years education from a reputable/HEC-recognized/internationally recognized university in Electrical/Computer/Electronics/Telecom/Information Technology, or a relevant field. 2) Minimum 18 years of total professional work experience including national/international level experience in project execution, project communication, coordination formulation, analysis, and stakeholder engagements, preferably in Telecom/ICT/Digital sector. 3) Good understanding of international standards, regulations (ITU, GSMA, etc.), and practices. 4) Proven track record of project execution and successful implementation of policies at national/international levels. 5) Strong communication, analytical, problem-solving, and presentation skills with the ability to build consensus among diverse stakeholders at Federal and Provincial levels.
ADDITIONAL SKILLS / EXPERTISE
1) Ability to establish monitoring and evaluation frameworks to assess policy impact and effectiveness. 2) Ability to effectively organize stakeholder consultations. 3) Skills in creating comprehensive and actionable project implementation plans that align with project objectives. 4) Ability to develop long-term vision and strategic goals for the telecom sector. 5) Proficiency in conducting thorough research, including literature reviews, case studies, and field research. 6) Demonstrated prior consultancy experience, preferably in telecom, digital policy, regulatory reform, or related advisory assignments, including experience working with government entities, regulators, development partners, or large-scale sector reform programs. 7) Familiarity with World Bank procurement and consultant management processes.

8) Professional certification (PMP/PRINCE2/ISO21500) is advantageous.
SCHEDULE FOR THE ASSIGNMENT
The Consultant will be appointed on contract basis for an initial period of 24 months . Extension of the position is contingent to position requirements, project lifecycle and the budget availability.
REMUNERATION AND OTHER BENEFITS
1) The consultant will receive remuneration as per the scope of work defined and based on the World Bank guidelines applicable to individual consultants for this position. 2) Travel expenses as approved by the World Bank and the Government of Pakistan. 3) This is a consulting-based appointment and does not offer medical or other benefits.
REPORTING OBLIGATIONS
1) This position is based at Islamabad, Pakistan. 2) The Telecom Reforms Expert will report to the Program Director, Digital Economy Enhancement Project (DEEP), through the Telecom Wing of the Ministry of IT & Telecom. The Senior Procurement Specialist will be the point of contact for procurement-related outputs (TORs/RFPs) 3) The Consultant is required to follow all rules and directives of the World Bank and the Government of Pakistan for successful implementation of the project.
SELECTION CRITERIA
Procurement will be carried out in accordance with the Open Competitive Selection of Individual Consultants in accordance with Bank's Procurement Regulations for Borrowers for Goods, Works, Non-Consulting and Consulting Services and applicable to Investment Project Financing (IPF) hereinafter referred to as "Regulations" dated September 2023.
SUBMISSION
Candidates meeting the required criteria should submit their applications at http://www.njp.gov.pk within 15 days of publication of the advertisement. No hard copy of application shall be accepted and all applications must be sent via NJP online. Shortlisted candidates who are working in Government sector are required to produce NOC at the time of interview.