

Hiring for Individual Consultants Under DEEP

TERMS OF REFERENCE					
Announcement Reference no:		PK-MOITT-569020-CS-INDV		Date	03 September 2026
Project	Digital Economy Enhancement Project (DEEP) (P174402)				
Position Name	Senior Telecom Policy and Strategy Consultant				
Vacancy	1	Type of Contract	Individual Consultant	Duration	July 31, 2028
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. MoITT is the sponsoring agency of the project with execution support of (i) Board of Investment (BoI), (ii) National Database and Registration Authority (NADRA), (iii) National IT Board (NITB), and (iv) Ignite – National Technology Fund. MoITT is also implementing the National Fiberization Policy and Plan to expand fixed broadband access, increase tower fiberization, and strengthen digital connectivity nationwide, recognizing telecom infrastructure as a key enabler of digital public services and economic growth.					
PROJECT DESCRIPTION					
The Digital Economy Enhancement Project (DEEP) aims at building the capacity of the Government to provide digitally enabled public services to citizens and businesses. The project will support the development of digital public infrastructure including 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. To complement DEEP's digital public infrastructure objectives, this project also supports the enabling policy environment for enhanced connectivity and broadband expansion.					
OBJECTIVES OF THE ASSIGNMENT					
The consultant's primary purpose is to provide technical oversight and supervision of a firm that MoITT will separately engage under DEEP to deliver, but not limited to, Right of Way Single Window Portal and the National Fiberization policy & operational plan. The consultant will be engaged to oversee the implementation of Terms of Reference (ToRs) and will give active input in the design, development and implementation of a single-window Right of Way (RoW) portal advancing ROW reforms, drafting a National fiberization policy & plan through the firm, exploring strategies to improve affordability and digital service adoption. The Consultant will further advise enhancing the resilience of Pakistan's telecommunication infrastructure for promotion of digital economy, position Pakistan as a Regional Digital Connectivity Hub, promote data sovereignty, Data Embassies, and cross-border digital connectivity, and support digital infrastructure initiatives. In addition, the Consultant will facilitate bilateral and multilateral international engagements for the exchange of technical knowledge, policy best practices, and institutional cooperation in the telecommunications sectors. The Consultant shall also provide policy support on telecommunication sector taxation reforms besides measures to improve the affordability and generate demand. This individual consultant will also extend necessary support, monitor and supervise the firm(s) performance to ensure the delivery of the overall DEEP project. Consultant will provide oversight, evaluate progress, and ensure compliance with project objectives and standards. The consultant will also engage with stakeholders to understand their needs, adhere to industry standards, and ensure compliance and regular reporting to MoITT/DEEP PMU.					

SCOPE OF THE ASSIGNMENT

The consultant will provide technical oversight and supervision of a firm to deliver, *inter alia*, Single Window Right of Way Portal, the National Fiberization policy & operational plan. Also will oversee implementation of Terms of Reference (ToRs) by the firm, for key initiatives which includes facilitating the single window Right of Way (ROW) portal commissioning (as per the approved design document), on-boarding major RoW owners with features such as registration of licensed operators, cyber security considerations and monitoring/complaint TAT etc. Similarly, the National Fiberization Policy and plan should meet the ToR's including preparation of policy followed by concrete operational plan, benchmarking with peer countries, highlighting challenges and recommending best possible investment proposals. The Consultant shall also provide policy support on telecommunication sector taxation reforms besides measures to improve the affordability and generate demand

The consultant will ensure the timely initiation and execution of tasks in compliance with World Bank standards, coordinating with stakeholders throughout the process. They will identify, assess, and mitigate risks, while closely monitoring daily progress, managing budgets, and adhering to project timelines. Quality control will be maintained through measurable standards, performance inspections, and corrective actions. The consultant will secure stakeholder acceptance, hand over all deliverables, and ensure the smooth closure of tasks, including comprehensive documentation and reporting.

4.1 Deliverables:

1. Development of TORs/ RFPs

I. Facilitate design and implementation of Single window Right of Way (ROW)

- a. The consultant will give input in the design, development and implementation and facilitate the firm for the design of NOC application process through Single Window Right of Way (ROW) portal in compliance with Public Private Right of Way policy 2021 or any subsequent direction in this regard, by ensuring requirements for compliance with regulations, integrating ROW agencies for enhanced coordination, and re-engineering business processes to improve efficiency and transparency including implementing an online system for ROW NOC issuance, along with a secure online payment system for fees (if any). Single Window RoW portal developed through firm will ensure establishment of robust complaint and case management systems to address grievances and monitor cases effectively. Additionally, consultant will oversight the firm for designing interactive dashboards to provide real-time insights into applications, approvals, payments if any, and complaints, ensuring streamlined operations and stakeholder accessibility.
- b. To oversee gap assessment report (including GIS Maps) through the selected firm as per the approved ToRs.

II. National Fiberization Policy and Plan

- a. Consultant to oversee the selected firm for creating a detailed roadmap, as per the World Bank approved ToRs, through developing national fiberization policy and operational plan, strategy, with actionable milestones and resource allocation, on the basis of multiple feasibility workstreams.
- b. Consultant to guide the firm for establishing a comprehensive framework for fiber-optic infrastructure development, considering regulatory, technical, and financial aspects

III. Improving affordability and Demand generation

- a. Consultant will ensure that the National Fiberization policy (through firm) should include the measures required to improve the affordability and generating demand for telecom services from operator and customer point of view.

IV. International Cooperation and Strategic Engagement

The consultant will:

- a. Facilitate bilateral and multilateral engagements with international organizations, development partners, governments, and industry stakeholders on matters related to telecommunications and digital development.
- b. Support knowledge exchange, technical cooperation, benchmarking exercises, and the adoption of international best practices based on various signed MoUs.
- c. Engagement with IFI/national institutions for feasibility studies, project conception and execution related to fiberization and digital infrastructure development in-line with Digital Nation Pakistan Vision

V. Fiscal Reform Support

- a. The Consultant will undertake analytical assessments of the telecommunications taxation regime and propose policy, regulatory, and fiscal reforms aimed at enhancing service affordability for consumers, improving the ease of doing business for telecom operators, and promoting sector growth. The Consultant shall engage and coordinate with relevant ministries, departments, regulatory authorities, the Tax Policy Office, National Tariff Commission, telecom industry stakeholders, and other relevant entities, as required.

2. Project Oversight and Stakeholder Engagement

- a. The consultant will provide essential support, monitor, and oversee the performance of the firm(s) to ensure the successful implementation and delivery of the overall DEEP project. They will offer guidance, track progress, and ensure adherence to the project's objectives and standards.
- b. Additionally, the consultant will engage with stakeholders to understand their requirements, align with industry standards, and ensure compliance. Regular reporting to MoITT/DEEP PMU will also be conducted to maintain transparency and accountability.

The consultant will ensure that the ToRs developed provide clear, actionable, and measurable deliverables for the firm(s) and align with the overall project objectives and international standards.

QUALIFICATION AND EXPERIENCE

- 1) Minimum 16 years of education from a reputable/HEC/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, stakeholder engagements preferably in Telecom/ICT/Digital sector.
- 3) Good understanding of international standards, regulations and practices
- 4) Proven track record of project execution and successful implementation of policies at national / international levels.
- 5) Strong communication, analytical, problem-solving skills and presentation skills with the ability to build consensus among diverse stakeholders at Federal and Provincials.

ADDITIONAL SKILLS / EXPERTISE

- 1) Ability to establish monitoring and evaluation frameworks to assess the policy's 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 a long-term vision and strategic goals.
- 5) Ability to work on tools that can help to improve the efficiency and timely delivery of the project.
- 6) Proficiency in conducting thorough research, including literature reviews, case studies, and field research.

SCHEDULE FOR THE ASSIGNMENT

The Consultant will be appointed on contract basis till July 31, 2028.

REPORTING OBLIGATIONS

- 1) This position is based at Islamabad, Pakistan.
- 2) The Consultant will report to the Program Director PMU through the Telecom Wing of Ministry of IT & Telecom.

SELECTION CRITERIA

Procurement will be carried out in accordance with the Open Competitive Selection of Individual Consultants in accordance with the World Bank's "Procurement in Investment Project Financing, Goods, Works, Non-Consulting and Consulting Services, Fifth Edition, September 2023" ("Procurement Regulations").

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.