



**INTEGRATED CONSULTING SERVICES**  
**URGENTLY REQUIRED FOR UPCOMING PROJECTS IN PUNJAB AND SINDH**

ICS is a leading consulting firm is providing engineering consultancy services in disciplines related to water resources development, hydropower, infrastructure development, flood protection, etc.

ICS is looking for suitable qualified staff with experience and qualifications as stated below for its upcoming projects of ICS in Punjab and Sindh. ICS head office is in Lahore but expert's place of work will depend on project requirements.

Only persons who are legally contractible may apply.

Position	Qualification	Min Experience	Requisite Relevant Experience
<b>For Project Related to OFWM in Sindh</b>			
1. Hydraulics Engineer	M.Sc. Hydraulics or similar	15 years	design and construction supervision of canal systems, hydraulic structures, flow monitoring devices;
2. Agriculture/on-farm irrigation specialist	M.Sc. in irrigation and drainage, land and water use, agricultural engineering, or similar	15 years	• Experience with agricultural sector planning, irrigation development planning, groundwater-based irrigation, and salinity/yield assessments; • Sindhi language is an advantage.
3. Irrigation Engineer	M.Sc. in irrigation or agricultural engineering, or similar;	10 years	Specific experience with design and supervision of on-farm irrigation improvement works including, HEIS, land levelling; • Sindhi language is an advantage.
4. OFWM / Field Team Leader / Community Mobilization Specialists	M.Sc. in irrigation and drainage, land and water use, agricultural engineering, or similar;	10 years	Specific experience with management of multitask teams and assignments and with interacting with farmers and farmer organizations; • Sindhi language is necessary.
5. Communication Specialist	MSc in communication sciences or in social sciences with specific training in communication	10 years	• experience in various fields related to communication with rural populations (radio, social media, brochures and posters, videos) adapted for rural people in Sindh. • Command of English, Urdu and Sindhi languages
6. Database / IT Specialist	M.Sc. in information management, geo-informatics, computer sciences, water resources system engineering, or similar	10 years	• experience in the design and construction of information/ knowledge bases, including databases, GIS, telemetry, remote sensing, modelling and web applications in support of water and natural resources management
7. Environmental Safeguard Specialist	MS Environment	10 years	Experience on irrigated agriculture projects required. Experience with international donors (ADB/ World Bank etc.) will be an advantage
8. Social Safeguard Specialist	Masters	10 years	
9. Gender Specialist	Masters in related discipline	10 years	
<b>For Project Related to OFWM in Punjab</b>			
10. Water Accounting & Remote Sensing specialist	Masters degree in Agricultural Engineering / Hydrology / Water Resources / Irrigation Engineering or equivalent	15 years	7 yrs minimum in water budgeting / accounting using remote sensing techniques.
11. Agricultural Economist	Masters degree in Economics / Agricultural Economics / Development economics or equivalent	10 years	7 yrs minimum experience as an agricultural economist in comparable projects. Experience with design and implementation of high quality socio-economic surveys is a requirement.
12. Irrigation Agronomist	PhD degree in Agriculture / Agricultural Engineering / Water Resources / Irrigation Engineering or equivalent with specialization in Agronomy	10 years	3 yrs minimum in onfarm water management projects particularly in irrigation agronomy, irrigation scheduling and soil plant water relationship.
13. Environmental Specialist	Masters degree in Environmental Management / Environmental Engineering / Agricultural Engineering / Water Resources or equivalent with specialization in environmental management / Climate change	10 years	3 yrs minimum in water sector projects especially in implementing environmental and social management plans.
14. HEIS Specialist	Masters degree in Agricultural Engineering / Water Resources / Irrigation or equivalent after graduating in Agricultural Engineering.	10 years	3 yrs minimum in M&E of HEIS.
15. Agriculture Value Chain Specialist	Post Graduate degree in Horticulture / Agri Marketing / Agri Business Development / Agriculture Engineering / Total Quality Management or equivalent	10 years	7 yrs minimum in horticulture, agriculture value chain and agriculture business development..
16. GIS Specialist	Masters in GIS/RS	10 years	Atleast 7 years of relevant experience required related development of project information
17. IT Specialist	Masters degree in computer science / computer engineering / IT / Computer programming or equivalent	7 years	2 yrs minimum development projects especially in determining IT solutions / PMIS through AI and IoT for efficient project management.
18. Environmental Safeguard Specialist	MS Environment	10 years	Experience on irrigated agriculture project required. Experience with international donors (ADB/ World Bank etc.) will be an advantage
19. Social Safeguard Specialist	Masters	10 years	
20. Gender Specialist	Masters in related discipline	10 years	
21. Hydrology and Climate Change Specialist	Master's degree	5 years	Atleast 2 years experience in water management projects

Applications and CVs must mention for region for which expert is applying. Applications should be sent through email to the undersigned through email:

Director,  
**Integrated Consulting Services**  
 Email: [jobs@ics.com.pk](mailto:jobs@ics.com.pk) Website: [www.ics.com.pk](http://www.ics.com.pk)