



پاکستان ایئرپورٹس اتھارٹی

PAKISTAN AIRPORTS AUTHORITY

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OPPORTUNITY TO BECOME A PART OF PAKISTAN AIRPORTS AUTHORITY'S PROFESSIONAL TEAM SITUATION VACANT NOTICE NO. 05/2026

The Pakistan Airports Authority invites applications from competent and eligible candidates holding domicile of the relevant province or region for the following **REGULAR positions under Defined Contribution Scheme**. Appointments will be made strictly on the basis of merit and suitability:

Sr. No.	Post	No. of Vacancies	Prescribed Qualification & Experience	Quota & Pay Scale	Age Limit
1	Assistant Director / IT Network Engineer (EG-01)	01	<ul style="list-style-type: none">BS/BE in the field of Computer Science/Electronics/ Communication / Information Technology or Equivalent with at least 2nd Division (Minimum 16 Year Education).Minimum 3 Years post qualification Experience in managing and monitoring corporate IT Networks and faults / complaints resolution.Thorough understanding of various L2/L3 protocols and technologies: TCP/IP (V4 & V6) along with related protocols.Ability to maintain network security by monitoring security threats and vulnerabilities, and recommend solutions to mitigate risk.Strong communication / documentation skills with Software and Database concepts / awareness.Candidate with network certifications (CCNA, CCNP, JNCIA) will be given preference.	Merit – 01 Rs.56,280 – 5,630 – 168,880	Maximum 30 years, with age relaxation as per Government rules
2	Assistant Director / IT Operations Engineer (EG-01)	01	<ul style="list-style-type: none">BS/BE in the field of Computer Science/Electronics/ Communication / Information Technology or Equivalent with at least 2nd Division (Min.16 Year Education)Minimum 3 Years post qualification Experience of managing IT Operations in a large organization.Installing, configuring, testing and maintaining operating systems, application software and system management tools.Good knowledge of Networks and Cloud Computing.Monitoring and testing application for ensuring optimized performance.Good communication & problem solving skillsAbility to manage Helpdesk Services for user guidance and support.Manage contracts with vendors (e.g. SLA and software licenses etc.)Ability to manage IT procurements including hardware analysis and RFP preparation.	Merit – 01 Rs.56,280 – 5,630 – 168,880	Maximum 30 years, with age relaxation as per Government rules
3	Assistant Director IT (Technology)	01	<ul style="list-style-type: none">BS/BE in the field of computer Science / Electronics/ Communication / Information Technology / Business	Merit – 01 Rs.56,280 – 5,630 – 168,880	Maximum 30 years, with age relaxation

	Transformation) (EG-01)		<p>Studies with at least 2nd Division (Min.16 Year Education)</p> <p>OR</p> <ul style="list-style-type: none"> ▪ BBA in Business Analytics / Information Technology ▪ Minimum 3 Years post qualification Experience in market research and analysis of cutting edge IT Technologies, assess organizational current and future needs and suggest IT driven solutions. ▪ Thorough understanding of PRRA Rules and EPADS is necessary. Good knowledge of logistics / tender procedures in a public sector organization. ▪ Ability to carry out feasibility studies, prepare RFPs, conduct financial & technical analysis. ▪ Proficiency to prepare and manage contracts. Good knowledge of project management and documentation ▪ Familiar with Audit procedures and preparation of replies to audit observations. ▪ Strong communication/ negotiation skills with good understanding of industry trends. 		as per Government rules
4	Assistant Director IT (Cyber Security) (EG-01)	01	<ul style="list-style-type: none"> ▪ BS/BE in the field of Computer Science / Computer Engineering / Cyber Security / Information Security / Information Technology or Equivalent with at least 2nd Division (Min.16 Year Education). ▪ Minimum 3 Years post qualification Experience in Cyber Security operations. ▪ Thorough understanding Information security standards including ISO/IEC 27001 and NIST Cybersecurity Framework. ▪ Ability to carry out gap analysis, risk assessments, vulnerability assessments and penetration testing exercises. ▪ Ability to implement, monitor, and maintain information security policies, procedures, and standards in line with ISO/IEC 27001 and organizational requirements. ▪ Familiar with Audit procedures and preparation of replies to audit observations. ▪ Strong communication/ negotiation skills with good analytical thinking and problem solving skills. 	<p>Merit – 01</p> <p>Rs.56,280 – 5,630 – 168,880</p>	Maximum 30 years, with age relaxation as per Government rules
5	Assistant Director IT (Software Development – Full Stack) (EG-01)	01	<ul style="list-style-type: none"> ▪ BS/BE in Information Technology / Computer Science / Software Engineering with at least 2nd Division (Min.16 Year Education) ▪ Minimum 3 Years post qualification Experience in Full Stack Development Using ASP. NET MVC, NET Core, C#, VB.Net, Python, Angular, React and Flutter in a reputable organization. ▪ Practical experience in DevOps, CI/CD, Containerization 	<p>Merit – 01</p> <p>Rs.56,280 – 5,630 – 168,880</p>	Maximum 30 years, with age relaxation as per Government rules

			(Docker/Kubernetes), and Version Control (Git). <ul style="list-style-type: none"> ▪ Strong working knowledge of software Quality Assurance (SQA) methodologies, automated testing tools and SDLC practices. ▪ Experience in database design and management (SQL/NoSQL) and integration of APIs with enterprise applications. ▪ Ability to develop and maintain technical documentation and collaborate with cross-functional teams. 		
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Application Procedure:

- (a) Interested candidates are required to fill & submit Online Job Application Form available at www.paa.gov.pk/ within fifteen days from the date of this advertisement.
- (b) Candidates must upload their CV (with photograph), PDF copies of required certificates/degree, and CNIC while applying for the job.
- (c) In case a candidate does not upload the above documents with the online application form, his/her application will be rejected.
- (d) The Defined Contribution Scheme shall be applicable, subject to the approval of the Competent Authority.**
- (e) Candidates applying for the position are required to deposit a non-refundable test fee of Rs. 500/- into Allied Bank of Pakistan Account No. [0010011740150017] (Account Title "Pakistan Airports Authority") IBAN # PK03ABPA0010011740150017 at the time of submitting their online application. **Candidates applying for multiple positions must submit a separate fee for each post applied for.** Applications submitted without the required fee will not be considered.
- (f) The Authority reserves the right to amend / increase / decrease / abolish all or any of the positions advertised without assigning any reason / justification.
- (g) Selected candidates will be required to serve anywhere in Pakistan as per requirement of PAA.
- (h) All the interested candidates must read the Terms of Reference (TOR) available on the website, before applying for the post(s).

SR. ADDITIONAL DIRECTOR HR (TM)
 HEADQUARTERS PAKISTAN AIRPORTS AUTHORITY,
 TERMINAL-I, JINNAH INTERNATIONAL AIRPORT, KARACHI
 TEL: 021-99072067



PAKISTAN AIRPORTS AUTHORITY (PAA)

Terms of Reference

- i) Candidates not fulfilling the above requirements or submitting incomplete application shall not be considered.
- ii) Test / Interview will be conducted at Karachi, Lahore, Islamabad, Peshawar and Quetta for which separate notices will be issued (depending on the number of candidates).
- iii) The candidates to be called for the interview have to produce original documents for necessary verification while appearing for the interview.
- iv) No TA / DA is admissible for test / interview.
- v) Appointment will be subject to PAA's medical fitness standards.
- vi) Government servants / employees of autonomous bodies / corporations will be required to submit NOC from current employer before interview.
- vii) Misinformation and any attempt to influence the selection process will be considered as a definite disqualification for current as well as future recruitment in PAA, even if the candidate is otherwise qualified.
- viii) In case, any educational documents or any other document provided by the applicants is found incorrect / fake / bogus at any stage, the services of selected candidate will be terminated immediately and he / she will be blacklisted in future.