

EXTRAORDINARY
GOVERNMENT



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KHYBER PAKHTUNKHWA

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THE KHYBER PAKHTUNKHWA CENTRE OF EXCELLENCE ON COUNTERING VIOLENT EXTREMISM

NOTIFICATION

Peshawar Dated, the 10th March, 2022.

No. BOG/COE/CVE/Vol-1-10/:- In exercise of the powers conferred by section 17 of the Khyber Pakhtunkhwa Centre of Excellence on Countering Violent Extremism Act, 2021 (Khyber Pakhtunkhwa Act No. XVIII of 2021), read with clauses (b) and (d) of section 6, and sections 9 and 14 thereof, the Board of Governors of the Centre of Excellence on Countering Violent Extremism, is pleased to make the following Regulations, namely:

THE KHYBER PAKHTUNKHWA CENTRE OF EXCELLENCE ON COUNTERING VIOLENT EXTREMISM SERVICES REGULATIONS, 2022.

- (1) Short title, application and commencement.---(1) These Regulations may be called the Khyber Pakhtunkhwa Centre Of Excellence On Countering Violent Extremism Services Regulations, 2022.
 - (2) These shall apply to all the regular employees of the Centre.
 - (3) These shall come into force at once.
- (2) **Definitions.**--- In these regulations, unless the context otherwise requires the following expressions shall have the meanings hereby respectively assigned to them, that is to say-

- (a) “Act” means the Khyber Pakhtunkhwa Centre of Excellence on Countering Violent Extremism Act, 2021 (Khyber Pakhtunkhwa Act No. of 2021);
- (b) “Appendix” means the Appendix appended to these regulations;
- (c) “Appointing Authority” in relation to a post means the person authorized under regulation 3 to make appointment to that post;
- (d) “basic pay scale” means an approved pay scale in which a post or group of posts is placed;
- (e) “Board” means the Board of Governors of the Centre;
- (f) “Chairman” means the Chairman of the concerned Selection, Promotion and Transfer Committee and posting transfer and deputation Committee, as the case may be;
- (g) “competent authority” means the Appointing Authority as mentioned in regulation 3;
- (h) “Department” means the Higher Education, Archives and Libraries Department of Government;
- (i) “ETEA” means the Educational Testing & Evaluation Agency, Khyber Pakhtunkhwa
- (j) “employee” means an employee of the Centre, holding any of the posts specified in the Appendix
- (k) “initial appointment” means an appointment made otherwise than by promotion or transfer from another cadre, grade or post;
- (l) “month” and “year” means a month and a year according to the Gregorian Calendar;
- (m) “pay” means an amount drawn by an employee monthly and includes special pay, personal pay and any other amount declared by the competent authority to be a part of the pay;

- (n) “permanent post” means a post provided in the Centre budget without any limit of time;
- (o) “Selection Committee” means Selection Committee constituted for the purpose of making selection for initial appointment to posts in various basic pay scale;
- (p) “Promotion Committee” means Promotion Committee constituted for the purpose to recommend the employees for promotion to the higher authorities.
- (q) “substantive appointment” means an initial appointment or appointment by promotion or by transfer against a permanent post by the competent authority;
- (r) “Temporary Post” means a post other than a permanent post

(3) Appointing Authority.---The appointment by way of initial recruitment shall be made through the following appointing authorities on the recommendation of respective selection committees:

S.No	Posts.	Recommending Authority.	Appointing Authority.
1.	2.	3.	4.
1.	Posts in basic pay scale 17 and above.	Khyber Pakhtunkhwa Educational Testing & Evaluation Agency and committee	Chairperson of the Board of Governors
2.	Posts in basic pay scale 16	Khyber Pakhtunkhwa Educational Testing & Evaluation Agency and committee	Chief Coordination Officer
3.	Posts in basic pay scale 14 to 06	Khyber Pakhtunkhwa Educational Testing & Evaluation Agency and committee	Executive Director Programs
4.	Posts in basic pay scale 04 & below	Khyber Pakhtunkhwa Educational Testing & Evaluation Agency and Committee	Director Staffing

(4) Selection Committee(s):

The Selection Committees shall consist of the following

(a) For BPS-17 & Above

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|---|-------------|
| (1) Chief Coordination Officer | Chairperson |
| (2) Secretary Higher Education Department or his nominee | Member |
| (3) Secretary Establishment Department or his nominee | Member |
| (4) Secretary Finance Department or his nominee | Member |
| (5) Secretary Home & Tribal Affairs Department or his nominee | Member |
| (6) Secretary Law, Parliamentary Affairs & Human Rights Department or his nominee | Member |
| (7) Vice Chancellor University of Peshawar or his nominee | Member |
| (8) DIG Counter Terrorism Department or his nominee | Member |

(b) For BPS-16 to BPS-06

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|---|-------------|
| (1) Executive Director Programs | Chairperson |
| (2) Representative of the Higher Education Department | Member |
| (3) Representative of the Establishment Department | Member |
| (4) Representative of the Finance Department | Member |
| (5) Representative of Appointing Authority | Member |

(c) For BPS-04 and Below

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| (1) Director Staffing | Chairperson |
| (2) Representative of the Higher Education Department | Member |
| (3) Representative of the Establishment Department | Member |
| (4) Representative of the Finance Education Department | Member |
| (5) Representative of Appointing Authority | Member |

(5) Method of appointment.---(1) Subject to the availability of the funds, the appointments to posts in the Centre shall be made by any of the following methods, namely:

- i. by initial recruitment; The process of appointment by way of initial recruitment shall be carried out in two phases i.e. (i) initial scrutiny and shortlisting will be done through Educational Testing & Evaluation Agency (ETEA); and (ii) for selection of candidate, the process given below at (5) (2) onward will be followed.
- ii. by promotion through a promotion committee as envisaged in Regulation 06 below; and
- iii. by deputation on standard terms & conditions of the Government of Khyber Pakhtunkhwa as envisaged in Regulation 07 below.

(2) Assessment and quantification Method: Assessment and quantification of the eligible candidates to the posts shall be made by the following methodology:

a) Where screening test is applicable

S.No	Description	Marks
01	Academic Record	15
02	Experience	05
03	Distinction for standing first in Board/ University	04
04	Hifz-ul-Quran	03
05	Higher Relevant Qualification	03
06	Screening Test	45
07	Interview	25
	Total	100

b) Where screening test is not applicable

S.No	Description	Marks
01	Academic Record	15
02	Experience	05
03	Distinction for standing first in Board/ University	04
04	Hifz-ul-Quran	03
05	Higher Relevant Qualification	03
06	Interview	25
	Total	55

- c) Where screening / ability test is held, selection shall be made out of 100 marks, adding the 45 marks reserved for screening test, whereas minimum passing standard in the interview is 60% (i.e. $25 \times 60 / 100 = 15$).
- d) Where screening / ability test is not held, selection shall be made out of 55 marks without adding the 45 marks reserved for screening test, whereas minimum passing standard in the interview is 60% (i.e. $25 \times 60 / 100 = 15$).
- e) Percentage formula of conventional system and semester system shall be as:
Conventional = $\frac{\text{Obtained Marks} \times 15}{\text{Total Marks}}$
Semester = $\frac{\text{Obtained CGPA} \times 15}{\text{Total CGPA}} = \text{Resultant \%age} \times 0.9$
- f) Academic scoring in respect of professional and non-professional posts shall be based on the last four or five examinations i.e., Matric, Intermediate, Bachelor and Master or Profession examination as the case may be, on the basis of percentage to 20 marks reserved for academic record and not on division wise basis. For example, if a candidate obtains 2150 marks out of 2500 marks his credit will come to 17.20 marks out of 20. So in such cases, the candidate shall be entitled to 17 marks.
- g) Decimal fraction of 0.5 and above shall be considered one mark while less than that shall be ignored. To elaborate, a candidate securing 19.5 marks shall be considered to have secured 20 marks.
- h) In cases where aggregate marks of different boards / universities are at variance conversion of marks shall be made both in the case of aggregate and secured marks of the candidates so as to maintain equity and uniformity in the calculation of overall score of the candidate.
- i) In cases where basic qualifications for the post are either intermediate or bachelor degree only last two or three examinations including Matriculation shall be taken into account.

- j) In cases where the candidate fails to provide the proof of secured marks in a particular examination, he shall be deemed to have passed with the lowest passing marks.
 - k) Distinction marks shall be allowed for standing first in Board / University examination. The entitlement of distinction marks shall be one mark for each countable examination and shall be subject to the condition that the examination was passed by obtaining 60% (Grade-B) and above marks.
 - l) The marks reserved for higher relevant qualification, shall be awarded at the rate of one mark for each higher relevant Diploma or Degree having one year duration. However, for Doctorate of Philosophy (Ph.D) and equivalent qualifications, two marks shall be awarded.
 - m) Diploma / Degree shall be decided on the basis of academic relevance issued by the Higher Education Commission, Pakistan Medical & Dental Council, Pakistan Engineering Council or Pakistan Veterinary Medical Council, as the case may be.
 - n) Marks for Hifiz-ul-Quran will be awarded after having tested the proficiency of the candidate by the expert (Dean, Faculty of Islamic and Oriental Studies, University of Peshawar) concerned on special invitation of the chairperson of the selection committee, during the interview.
- (3). **Experience:** Assessment and quantification of the experience in respect of the eligible candidates to the posts shall be made as under:
- a) Experience means the experience duly certified by the concerned competent authority, verifiable from the record of the concerned Government/ recognized institution, gained in line in a job or employment.

- b) Experience marks shall be awarded only in those cases where experience forms part of the requisite qualifications. While awarding experience marks, the period of minimum requisite experience shall be deducted and thereafter, one mark per year shall be awarded for additional experience up to 05 years. In no case the additional experience marks exceeds the limit of 05 marks.
- c) Experience gained during appointment on Ad Hoc or contract basis or in officiating capacity shall be counted towards eligibility.
- d) Experience gained in a recognized institution (Public and Private Sector) shall be taken into consideration if it is supported by valid documentary proof.

(4). Interview, Merit List and Recommendations: The Interview, Merit list and Recommendations shall be carried out as under:

- a) All the candidates shortlisted for interview shall appear in person before the selection committee. The selection committee may also interview candidates via video conference under unavoidable circumstances. In this case the selection committee will make available facility of video conference at its end subject to the condition that the same facility is also available with the candidate at his/ her end.
- b) When a family member or dependent of the Chairperson or any member is being interviewed, he shall not be present during the interview of such candidate/s.
- c) When a candidate called for a particular date, appears before the panel his / her performance shall be assessed at the end of his / her interview. In case a unanimous decision cannot be taken, the majority decision of the Members will prevail. In the event of a tie, the Panel Chairman will exercise a casting vote. Assessment list shall be updated on daily basis and shall be signed by the Members of the selection committee.

- d) Interview proceeding is confidential and cannot be challenged.
- e) When all the eligible candidates called for interview for particular post have been interviewed, the Chairperson of the selection committee concerned shall prepare the merit list as per the marks recorded on the evaluation sheet and submit the case for the Board of Governors' approval.
- f) Merit list shall be prepared keeping in view the aggregate marks secured by all the qualified candidates.
- g) When two or more than two candidates have secured equal marks in aggregate the candidate who has secured higher marks in the interview shall be marked senior. In case the marks in aggregate and also the marks in the interview are the same, the candidate who is older in age shall be placed senior to the one who is younger. In case all the above-mentioned factors are the same, marks obtained in the final examination of the prescribed qualification for the post shall be the deciding factor.
- h) The recommendations submitted by the respective selection committee shall be approved by the respective appointing authorities in light of regulation 3, for subsequent notification of the appointment in respect of the recommended candidates with immediate effect.
- i) The list comprising of recommended and not-recommended candidates shall be uploaded on website of the Higher Education Department.
- j) The candidates recommended for appointment shall be informed of their selection within five days.
- k) The selected in-service candidates shall be required to submit their PERs to the Centre of Excellence on Countering Violent Extremism at the time of the assumption of the charge of their duties.

(6) Appointment by promotion.--- (1) Every employee possessing the prescribed minimum qualifications, length of service and other conditions, shall be eligible for promotion to a higher post for the time being reserved for promotion on the basis of such criteria prescribed including seniority and performance evaluation report.

(1) Chief Coordination Officer	Chairperson
(2) Executive Director Programs	Member
(3) Representative of Higher Education Department	Member
(4) Representative of Establishment Department	Member
(5) Representative of Finance Department	Member
(6) Director Staffing	Member-cum-secretary

(2) The Promotion Committee shall consider the cases of eligible employees in order of their seniority and performance and shall recommend:

- (a) suitable employee for promotion to higher post; or
- (b) supersession of employee on ground being unfit for promotion; or
- (c) deferment of consideration of an employee promotion, if-

(i) performance evaluation report is incomplete or any other document or information required by Promotion Committee for determining employee's fitness for promotion is not available; or

(ii) disciplinary or criminal proceedings are pending against the employee whose promotion case comes up for consideration; or

(iii) the employee does not possess the requisite length of service; or

(iv) the employee has not undergone the prescribed training or passed the departmental examination required for promotion or the employee's seniority is subjudice:

Provided that in case of deferment, a post shall be reserved for the employee or, if it is filled, it shall be subject to the condition that when the employee is subsequently promoted without having been superseded, the arrangement may be reversed and the junior most person, promoted due to such deferment shall be reverted to lower post.

- (3) The employee superseded by the Promotion Committee for promotion shall not be considered for promotion unless he has earned one more performance evaluation report for a full year.
- (4) Deferred promotion case of the employee shall be considered when the reason for his deferment ceases to exist-as the case may be.
- (5) The Appointing Authority may approve the promotion of an employee from the date on which the recommendation of the appointment or promotion was made.
- (6) An employee, who expires or superannuates after the recommendations of the Promotion Committee and before the issuing of the notification, shall stand exempted from assumption of the charge of the higher post. The Secretary shall give a certificate to the effect that the employee has expired or superannuated.
- (7) Only such person, who possess the required qualifications and meet the conditions laid down for the purpose of promotion to a post, shall be considered by the Promotion Committee.
- (8) No promotion on regular basis shall be made to posts in pay scales 17 and above or equivalent unless the employee concerned has completed such conditions mandatory for promotion (including required qualification, length of service and training etc.) as per the department's policy in vogue.

- (9) Length of service for promotion shall be counted as the length of service in a post or scale in addition to the other qualification required for promotion to the higher post.

The period of extraordinary leave or any other period of service, which is not considered as service qualifying for pension, shall not be counted towards length of service for promotion.

(7) Appointment by Deputation.- (1) A person in the service of the Government or Federal Government or an autonomous or semi-autonomous bodies who possesses the minimum educational qualifications, experience or length of service prescribed for a post, shall be eligible for appointment to the post on deputation in the Centre on such terms and conditions as may be agreed between the lending organization and the borrowing organization i.e. the Centre.

- (2) The Centre shall make appointment on deputation for initial period of three years extendable for further period of two years.
- (3) In case, the services of a person working on deputation in the Centre are no more required, he/she shall be repatriated to his/her parent lending organization without any notice.
- (4) The Chief Coordination Officer may with the consent of the employee transfer his/her services to another Government Organization on deputation, on such terms and conditions as may be agreed to with the borrowing agency.

(8) Pay, allowances and awards.--- .---(1)The pay and allowances of the employees shall be such as admissible to the civil servants of the same category..

- (2) Pay shall normally be disbursed on the last working day of the month; provided that the Chief Coordination Officer may, on the occasion of Eid, Christmas or any other religious festival disburse the pay to the employees in advance, if Government has made any announcement for its servants.

- (3) Income Tax, where payable, shall be deducted on monthly basis from the pay of the employees before it is disbursed.
- (4) Pay increase, if any, announced by Government for its employees from time to time shall be applicable to the employees.
- (5) The Chairperson BoG being the competent authority shall have the discretion to award one time upgradation in respect of the employees of the Centre in BPS-04 till BPS-19 and grant of BPS-21& 22 in respect of the officers in BPS-20&21 respectively on the basis of meritorious services subject to the successful completion of the probation period.

(9) Performance Evaluation Reports (PERs).---(1) Performance of each employee shall be evaluated annually by his immediate controlling officer and countersigned by the next higher officer in such form and manner as given in the table below.

S.No	BPS	Reporting Officer	Counter signing Officer
01	21	Secretary, Higher Education Department	Chairperson BoG
02	20	Chief Coordination Officer	Secretary Higher Education Department
03	19	Executive Director Programs	Chief Coordination Officer
04	18	Executive Director Programs	Chief Coordination Officer
05	17	Executive Director Programs	Chief Coordination Officer
06	16 & Below	Director Staffing	Executive Director Programs

Provided that an employee shall have served continuously at least for a period of ninety (90) days under the controlling officer:

Provided further that where an employee has served for a period of ninety (90) days or more under more than one controlling officers in a year, his performance shall be evaluated by each such controlling officer for the respective period independently and countersigned by the next higher officer. In case, an officer has served less than ninety (90) days under one reporting officer is on visit abroad for training etc., then Not Due Certificate shall be issued by the relevant officer.

- (2) An employee aggrieved by any adverse entry, communicated to him, may file an appeal, within fifteen (15) days to the Appointing Authority.
 - (3) The Performance Evaluation Report shall have weightage of twenty percent (20%) in the promotion criteria.
- (10) **Review.**---(1) An employee who has been awarded any penalty under these regulations within thirty (30) days from the date of communication of the order shall prefer a departmental review to the Appointing Authority.
- (2) The authority empowered under sub-rule (1), shall call for the record of the case and comments on the points raised in the review from the concerned department or office, and on consideration of the review by an order in writing-
 - (a) uphold the order of penalty and reject the review;
 - (b) set aside the orders and exonerate the accused; and
 - (c) modify the orders or reduce the penalty.
 - (3) A review preferred under these Regulations shall be made in the form of a petition, in writing, and shall set forth concisely the grounds of objection in impugned order in a proper and temperate language.

(11) **Application of Government rules.**--- (1)The Khyber Pakhtunkhwa Civil Servant Act 1973, and the Rules made there under in the context of Deputation, Current charge appointment, Acting charge appointment, Additional charge appointment, Recruitment Quota, Grant of honoraria, Probation, Seniority ,Confirmation, Retirement, Resignation, Termination, Lien, Retirement benefits, General principles for leave and Disciplinary proceedings shall apply Mutatis Mutandis to the employees of the Centre.

(2) In all matters not expressly provided for in these regulations, an employee shall be governed by such rules/regulations as have been or may thereafter be made by Government and applicable to him.

Appendix

[See Sections 9 (1) & 17 of the Act read with Regulation 2(b)]
Criteria for Appointment and Terms & Conditions of the Service

S#	Nomenclature and BPS of Post(s)	Qualification	Age Limit	Method of Appointment
1	Chief Coordination Officer (BPS-21)	At least First Class Ph.D. in Social Sciences and Master's Degree in Education or Law from a recognized University with at least four years service in BPS-19 or above having sufficient experience in countering violent extremism or counter terrorism or countering terrorists financing Provincial or Federal Government Departments	40 to 50	By Initial Recruitment
2	Additional Coordination Officer (BPS-20)	At least First Class Ph.D. in Social Sciences and Bachelor's Degree in Education or Law from a recognized University with at least three years' service in BPS-18 or above having sufficient experience in countering violent extremism or counter terrorism or countering terrorists financing Provincial or Federal Government Departments	35 to 45	By Initial Recruitment
3	Executive Director Programs (BPS-20)	At least First Class PhD in Political Science or Peace & Conflict Studies and Masters in Business Administration from a recognized university having 10 years' experience in Public Sector organizations or Departments in BPS-17 or above; (ii) Additional relevant qualifications pertaining to project/program/contract management including but not limited to MS in Project Management or Logistic & Supply Chain management or LLM from a recognized university; (iii) Weightage shall also be given to those having international experience with domestic, regional and global entities/organizations.	40 to 45	On deputation from amongst the suitable officers of Higher Education Department as per qualification, Provided if no suitable officer is available through deputation, then by initial recruitment
4	Deputy Coordination Officer (BPS-19)	At least First Class M.Phil. in Leadership and Management Studies from a recognized University with at least two years service in BPS-18 or four years service in BPS-17 having experience in peace promotion initiatives of Provincial or Federal Government Departments	30 to 35	By Initial Recruitment

5	Director Staffing (BPS-19)	<p>At least First class Master Degree in Public Administration or Peace & Conflict Studies or Criminology or Strategic Studies or Economics from a recognized university with at least five (05) years' experience of coordination, engagements and project management in attached Departments, autonomous authorities or provincial or Federal cabinet.</p>	35 to 45	By Initial Recruitment
6	Manager Enforcement (BPS-18)	<p>At least First Class Master's Degree in Peace & Conflict Studies or Political Science from a recognized university Having five years' experience in BPS-16 or above in Counter Terrorism Department or Counter Terrorism Wing, Federal Investigation Agency with specific expertise in:</p> <ul style="list-style-type: none"> (i) Investigation of high-profile cases of Terrorism, Extortion, Terror Financing and Kidnapping for Ransom under Anti-Terrorism Act 1997. (ii) Digital Forensics and its uses in cases of Terrorism, Counter Violence Extremism and Terrorist using social media as a tool for violent extremism. (iii) International exposure/ participation in the global specialized trainings regarding terrorism with transnational LEAs <p>Knowledge regarding the contemporary domestic, regional and global extremist-cum-terrorist</p>	30 to 45	By Initial Recruitment

<p>7</p> <p>Manager Countering Violent Extremism (CVE) (BPS-18)</p>	<p>At least First Class M.Phil Degree in Peace & Conflict Studies or Political Science from a recognized university having atleast four (04) years' experience in BPS-17 or above in the research and analysis cadre of Provincial Countering Terrorism Department or Countering Terrorism Wing of Federal Investigation Agency with specific expertise in:</p> <ul style="list-style-type: none"> (i) Counter Terrorism, Violent Extremism, Counter Terrorism Financing. (ii) Mutual Legal Assistance in Terrorism and Terrorism Financing Cases with expertise in inter agency liaison and coordination (iii) Financial intelligence (STRs/CTRs) (iv) Anti-extortion assistance (v) 4th Schedule regime of ATA 1997 (vi) Threat assessment, Preparation of analytical reports pertaining to terrorism and terrorism financing issues cases (vii) Use of Digital Forensics in Terrorism cases (viii) Terrorist group profiling and Preparation of case studies on terrorism and terror financing cases <p>International exposure/ participation in the global specialized trainings regarding terrorism with transnational LEAs.</p>	<p>By Initial Recruitment</p>
<p>8</p> <p>Manager MIS (BPS-18)</p>	<p>At least First-Class Master's Degree in Computer Science with Bachelor of Law or Education from a recognized university having atleast two (02) years' experience in BPS-16 or above in Information and Technology cadre of Provincial Countering Terrorism Department or Countering Terrorism Wing of Federal Investigation Agency</p>	<p>By Initial Recruitment</p>

9	<p>Manager IT (BPS-18)</p>	<p>At least First-Class Master's Degree (18 years) in Computer Science or Information Technology from recognized university having at least Ten (10) years' experience in Public or Private Sector Organizations. Preference will be given having various National or International Certifications of Skills or Courses related to Computer Science or Information Technology</p>	30 to 45	<p>By Initial Recruitment</p>
10	<p>Manager Accounts (BPS-18)</p>	<p>At least First Class Master's Degree in Commerce or Management Sciences or Public Administration or ACCA from recognized university having at least five (05) years' experience in Public Sector Organizations:</p>	30 to 45	<p>On deputation from amongst the suitable officers of Higher Education Department as per qualification, Provided if no suitable officer is available through deputation, then by initial recruitment</p>
11	<p>Law Manager (BPS-18)</p>	<p>At least First Class LLB Degree from a recognized University having at least six (06) year service in BPS-17 in Govt. Department, pertaining legal drafting and legal analysis of principal laws, Sub-ordinate laws, agreements and other legal instruments along with in depth knowledge of computer</p>	30 to 45	<p>By Initial Recruitment</p>
12	<p>CVE Officer (BPS-17)</p>	<p>At least First Class BS degree in Computer Science, with atleast two (02) years' experience in BPS-16 in the Information and Technology cadre service of Provincial Counter Terrorism Department or Counter Terrorism Wing of FIA having specific expertise in: (i) Database Management (ii) Investigation and analysis of Social Media medium exploited by terrorists/terrorist organizations (iii) Investigation and analysis of data regarding Counter Violence Extremism (iv) Use of Digital Forensics in Counter Violent Extremism Analysis and reporting of subversive activities and narratives against the state exploiting cyber space</p>	25 to 40	<p>By Initial Recruitment</p>

13	Enforcement Officer (BPS-17)	<p>At least Master's Degree in Social Sciences from a recognized University with one year Diploma in Information Technology from an affiliated institute with trade and testing or technical education Boards Having five (05) years' experience in Counter Terrorism Department, Police or Counter Terrorism Wing of FIA and specific skills in:</p> <ul style="list-style-type: none"> (i) Database Management (ii) Investigation and analysis of Social Media medium exploited by terrorists/terrorist organizations (iii) Investigation and analysis of data regarding Counter Violence Extremism (iv) Use of Digital Forensics in Counter Violent Extremism <p>Analysis and reporting of subversive activities and narratives against the state exploiting cyber space</p>	25 to 40	By Initial Recruitment
14	Cyber Space Monitoring Officer (BPS-17)	<p>At least First-Class BS degree in Computer Science with a minimum of two years' service in Counter Terrorism Department, Police or Counter Terrorism Wing of FIA and specific skills in:</p> <ul style="list-style-type: none"> (i) Database Management (ii) Investigation and analysis of Social Media medium exploited by terrorists/terrorist organizations (iii) Investigation and analysis of data regarding Counter Violence Extremism (iv) Use of Digital Forensics in Counter Violent Extremism (v) Analysis and reporting of subversive activities and narratives against the state exploiting cyber space 	25 to 40	By Initial Recruitment
15	Intelligence & Monitoring Officer (BPS-17)	<p>At least Second Class Bachelor's Degree or its equivalent qualification from a recognized University.</p>	25 to 40	On deputation basis from amongst the suitable officers of Provincial Govt. Departments Provided if no suitable officer is available through deputation then by initial recruitment

16	Assistant Manager Accounts (BPS-17)	At least 1 st Class Master Degree in Commerce, Business Administration from recognized University with three year experience.	25 to 40	On Deputation from amongst the suitable officers of Higher Education Department as per qualification, Provided if no suitable officer is available through Deputation, then by initial recruitment
17	Research Associate (Equivalent to BPS-16 on fixed pay)	At least 1 st Class Master's or its equivalent Degree in Social Sciences from a recognized university	25 to 40	By Initial Recruitment
18	Social Mobilizers (Equivalent to BPS-16 on fixed pay)	At least 1 st Class Master's or its equivalent Degree in Social Sciences from a recognized university	25 to 40	By Initial Recruitment
19	IT Associates (BPS-16)	At least 1 st Class Master's or its equivalent Degree in Information Technology or Computer Sciences from a recognized university with a minimum of two years' service in Counter Terrorism Department, Police or Counter Terrorism Wing of FIA or any provincial/federal non-autonomous and non-semi Government Departments	25 to 40	On Deputation basis from amongst the suitable officers of Provincial Govt. Departments Provided if no suitable officer is available through deputation then, by initial recruitment
20	Staff Officer (BPS-14)	At least Second Class Bachelor's Degree from a recognized university	25 to 40	On Deputation basis from amongst the suitable officers of Provincial Govt. Departments Provided if no suitable officer is available through deputation then, by initial recruitment
21	Staff Car Driver (BPS-06)	At least 2 nd Class Secondary School Certificate having valid LTV Driving License.	18 to 40	By Initial Recruitment
22	Dak runner (BPS-04)	Literate	18 to 40	By Initial Recruitment
23	Mali (BPS-04)	Literate	18 to 40	By Initial Recruitment
24	Cook (BPS-04)	Literate	18 to 40	By Initial Recruitment
25	Office Attendant (BPS-04)	Literate	18 to 40	By Initial Recruitment
26	Security Guard (BPS-04)	Literate	18 to 40	By Initial Recruitment

Sd/-xxx-

Chief Coordination Officer

Centre of Excellence on Countering Violent Extremism