

Job Descriptions & Requirements

Position	Chief Technical Officer (CTO) As CTO, you will serve as the strategic and technical leader of the organization's technology division. Your role includes overseeing the development, implementation and operationalization of software systems by managing a diverse team of engineers and ensuring alignment with organizational goals.
Responsibilities	• Lead and manage cross-functional teams of software engineers, developers, QA analysts, DevOps, and system architects. • Monitor project milestones and ensure timely delivery without compromising quality standards. • Establish and enforce KPIs across engineering teams and ensure performance management of technical staff. • Oversee the end-to-end software development lifecycle, from RFP approval to deployment. • Ensure project scope, timelines, and deliverables are clearly defined and met. • Manage stakeholder expectations and provide timely updates to senior leadership. • Foster innovation and adoption of modern technologies including AI, cloud-native applications, and microservices architecture. • Promote collaboration between internal departments and development teams to ensure project requirements are well-defined and executed effectively.
Requirements	• Age: Up to 50 Years (Maximum) • Minimum 16 years of formal education. • Master's degree in Computer Science, MCS, or a related discipline from an

	HEC-recognized local or foreign university. • Preference will be given to candidates with additional Experience/Expertise in: • ICT-related fields (e.g., Cloud, Cybersecurity, DevOps, Data Science, Blockchain etc.) • Enterprise Architecture (e.g., TOGAF) • Emerging technologies (e.g., Generative AI) • At least 12 years of progressive experience in technology leadership, product development, and strategic planning. • Proven ability to lead large-scale software teams across varied technical domains. • Demonstrated success in executive-level planning aligned with marketing, investment, and operational goals. • Experience working in diverse environments including large enterprises, startups, and venture-funded initiatives. • Strong record in technology strategy formulation, team leadership, and cross-functional stakeholder engagement.
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Position	Senior Blockchain Software Engineer Senior Blockchain Software Engineer will lead the design, development, and deployment of blockchain-based applications and smart contracts. The ideal candidate will have deep knowledge of blockchain technologies, cryptographic principles, and distributed systems and will play a key role in building secure, decentralized solutions that support our product strategy.
Responsibilities	• Design and develop secure and scalable blockchain applications, smart contracts, and supporting infrastructure. • Lead architecture and development of decentralized applications (dApps) on platforms like Ethereum, Solana, Polygon, etc. • Write clean, efficient, and well-documented smart contracts using Solidity, Rust, or Vyper.

	• Collaborate with cross-functional teams including product managers, frontend/backend developers, and DevOps. • Perform rigorous testing, security reviews, and formal verification of smart contracts. • Develop and maintain tools for blockchain monitoring, analytics, and deployment. • Stay up to date with the latest trends, protocols, and advancements in blockchain and crypto ecosystems. • Mentor junior engineers and contribute to best practices in blockchain development. • Participate in code reviews, technical documentation, and peer mentoring. • Engage with the community and open-source projects as needed.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's or Master's degree in Computer Science, Engineering, or related field. • 7+ years of software development experience, including at least 3 years focused on blockchain technologies. • Strong experience with blockchain platforms such as Ethereum, Hyperledger, Polkadot, or Cosmos. • Proficiency in smart contract development (Solidity, Rust, Vyper) and relevant frameworks (e.g., Hardhat, Truffle, Anchor). • Understanding of core blockchain concepts: consensus algorithms, token standards (ERC-20, ERC-721), wallets, gas optimization. • Experience with cryptographic algorithms, zero-knowledge proofs, and secure coding practices. • Familiarity with backend APIs and RESTful services integration. • Excellent problem-solving, debugging, and analytical skills.
Position	Blockchain Software Engineer Blockchain Software Engineer will contribute to the development of decentralized applications and blockchain-based systems. The ideal candidate has hands-on experience building smart contracts, working with blockchain protocols, and a

	strong interest in Web3, crypto, and distributed ledger technologies.
Responsibilities	• Develop, test, and deploy smart contracts using Solidity, Vyper, or Rust. • Build and maintain decentralized applications (dApps) on blockchain platforms such as Ethereum, Binance Smart Chain, Polygon, or Solana. • Collaborate with frontend and backend teams to integrate smart contracts with user interfaces and backend services. • Write clean, secure, and efficient code while adhering to best practices. • Participate in design discussions, code reviews, and security audits. • Create and maintain documentation for smart contracts, APIs, and architecture. • Troubleshoot and debug blockchain applications across development and test networks. • Keep up with the latest trends in blockchain development, tooling, and protocols.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's degree in Computer Science, Engineering, or a related field. • 5+ years of software development experience, including at least 2 year in blockchain development. • Proficient in smart contract development using Solidity or similar languages. • Experience with development tools such as Hardhat, Truffle, Ganache, or Foundry. • Familiarity with Web3 libraries (e.g., Web3.js, Ethers.js) and wallet integrations (e.g., MetaMask). • Understanding of blockchain fundamentals: consensus mechanisms, token standards, gas optimization. • Strong problem-solving skills and attention to detail.

Position	Senior AI/ML Engineer Senior AI/ML Engineer will lead the development and deployment of advanced machine learning and artificial intelligence solutions. The ideal candidate has a
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	strong background in data science, model development, and software engineering, and is capable of taking projects from research to production at scale.
Responsibilities	• Design, build, and deploy machine learning models for real-world applications such as prediction, classification, recommendation, NLP, or computer vision. • Lead end-to-end ML workflows including data preprocessing, model selection, training, evaluation, and optimization. • Collaborate with data engineers, product managers, and software developers to integrate ML models into production systems. • Conduct research on state-of-the-art algorithms and apply them to solve complex business problems. • Monitor and improve the performance, accuracy, and robustness of deployed models. • Develop reusable tools, frameworks, and libraries to accelerate ML development. • Ensure ML pipelines are scalable, maintainable, and reproducible. • Mentor junior team members and promote best practices in AI/ML and MLOps. • Certify digital evidence for legal admissibility (court-ready format). • Maintain integrity and chain-of-custody for forensic data. • Utilize AI for behavior analysis, video tagging, and prediction models. • Coordinate with judicial and investigation teams.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's or Master's degree in Computer Science, Data Science, or related field • 7+ years of experience in AI/ML engineering or data science roles. • Strong programming skills in Python and experience with ML frameworks such as TensorFlow, PyTorch, or Scikit-learn. • Solid understanding of ML/DL algorithms, model evaluation metrics, and statistical methods. • Experience with cloud platforms (AWS, GCP, or Azure) and scalable ML infrastructure. • Proficient in using tools like Jupyter, MLFlow, Airflow, Docker, and Git.

	• Strong knowledge of data wrangling, feature engineering, and model deployment. • Excellent problem-solving, analytical, and communication skills.
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Position	AI/ML Engineer AI/ML Engineer will design, develop, and deploy machine learning models and data-driven solutions. You will work closely with cross-functional teams to turn business challenges into intelligent, automated systems. The ideal candidate has a solid foundation in machine learning, data processing, and model deployment.
Responsibilities	• Build, train, and evaluate machine learning models for classification, regression, clustering, NLP, or computer vision tasks. • Collaborate with data engineers and domain experts to gather, clean, and prepare large datasets. • Develop end-to-end ML pipelines, including data preprocessing, model training, validation, and deployment. • Monitor and maintain production ML models to ensure accuracy, performance, and scalability. • Conduct experiments to compare different modeling approaches and fine-tune hyperparameters. • Document processes, tools, and model behavior to support reproducibility and scalability. • Stay current with recent developments in machine learning and AI technologies. • Work in an Agile environment and participate in code reviews and team planning. • Ensure ethical use of AI and algorithmic fairness in policing applications. • Monitor AI deployments for compliance with transparency and privacy laws. • Define and enforce policies on explainable AI and responsible decision-making. • Liaise with legal, human rights, and public stakeholders.

Requirements	• Age: Up to 45 Years Maximum • Bachelor's or Master's degree in Computer Science, Data Science, Engineering, or a related field. • 5+ years of experience in building and deploying ML models in a production setting. • Proficient in Python and ML libraries such as Scikit-learn, TensorFlow, PyTorch, or XGBoost. • Experience with data analysis tools (Pandas, NumPy, Matplotlib, etc.). • Strong understanding of machine learning algorithms, statistics, and data structures. • Familiarity with version control (Git) and containerization tools like Docker. • Experience with ML lifecycle tools (e.g., MLflow, SageMaker, or Vertex AI) is a plus.
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Position	LLM Engineer LLM Engineer will build, fine-tune, and deploy large language models (LLMs) for enterprise and product-grade applications. The ideal candidate has experience working with transformer-based architectures (e.g., GPT, BERT, T5), understands prompt engineering and model optimization techniques, and can integrate LLMs into real-world systems.
Responsibilities	• Fine-tune and optimize large pre-trained language models for specific use cases (e.g., summarization, question answering, code generation). • Develop and test prompt engineering strategies to improve model performance and reliability. • Design LLM-powered applications and integrate models into APIs and production systems. • Analyze model behavior, evaluate outputs, and implement safeguards for quality, fairness, and bias mitigation. • Leverage libraries and frameworks such as Hugging Face Transformers, LangChain, OpenAI API, or similar. • Collaborate with data scientists, ML engineers, and product teams to deliver scalable AI features.

	- Continuously monitor and evaluate model performance post-deployment; iterate as needed. - Stay current with research and trends in LLMs, generative AI, and foundation models.
Requirements	- Age: Up to 45 Years Maximum - Bachelor's or Master's degree in Computer Science, AI, Machine Learning, or a related field. 5+ years of experience in machine learning, with at least 1 year working on large language models or NLP systems. - Proficiency in Python and deep learning frameworks such as PyTorch or TensorFlow. - Experience with transformer models (e.g., GPT, BERT, T5, LLaMA) and NLP pipelines. - Familiarity with tools and platforms like Hugging Face, OpenAI, Cohere, or Anthropic APIs. - Understanding of model fine-tuning, transfer learning, and evaluation metrics (BLEU, ROUGE, perplexity).

Position	Senior Database Administrator Senior Database Administrator will lead the design, implementation, maintenance, and performance tuning of mission-critical database systems. The ideal candidate is an expert in database architecture, optimization, security, and high availability, with a proven track record in managing large-scale databases in production environments.
Responsibilities	- Administer, maintain, and optimize production and development databases (SQL and/or NoSQL). - Design and implement robust database architecture for scalability, security, and performance. - Monitor database health, analyze logs, and troubleshoot complex database issues. - Perform capacity planning, backup and recovery strategies, and disaster recovery testing.

	• Tune queries, indexes, and configurations to optimize database performance. • Automate routine database tasks and improve deployment pipelines. • Ensure data integrity, high availability, and security compliance across environments. • Support application developers with schema design, query optimization, and stored procedures. • Perform database upgrades, patching, and version migrations with minimal downtime. • Maintain documentation of database structures, configurations, and procedures. • Participate in on-call rotations and provide incident response for database-related issues. • Mentor junior DBAs and provide guidance on best practices and emerging database technologies. • Conduct advanced performance tuning and query optimization. • Design automated backup and recovery plans. • Ensure database consistency, integrity, and high availability. • Implement alerts and logs for system health monitoring.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's degree in Computer Science, Information Technology, or related field. • 7+ years of experience as a Database Administrator in production environments. • Expertise in RDBMS platforms such as PostgreSQL, MySQL, Microsoft SQL Server, or Oracle. • Familiarity with NoSQL databases (e.g., MongoDB, Cassandra, Redis) is a plus. • Proficiency in SQL, scripting (e.g., Shell, Python), and automation tools. • Deep knowledge of database internals, replication, clustering, and indexing strategies. • Experience with monitoring tools like Prometheus, Grafana, or SolarWinds.

	• Strong understanding of data security, auditing, and compliance practices (e.g., GDPR, HIPAA).
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Position	Information Security Officer Information Security Officer (ISO) will oversee and enforce information security strategies, policies, and practices across the organization. The ideal candidate will have a strong background in cybersecurity, risk management, and regulatory compliance, and will play a critical role in protecting our systems, data, and digital assets.
Responsibilities	• Develop, implement, and maintain the organization's information security policies, standards, and procedures. • Monitor, assess, and mitigate security risks to protect data, systems, and infrastructure. • Ensure compliance with relevant regulations and standards (e.g., ISO 27001, NIST). • Conduct regular risk assessments, audits, and penetration tests to identify vulnerabilities and recommend improvements. • Lead incident response efforts, including investigation, mitigation, and reporting of security breaches or threats. • Collaborate with IT, legal, HR, and business units to promote a culture of security awareness and best practices. • Oversee access controls, encryption, firewall configurations, and endpoint security tools. • Manage security training programs and conduct awareness campaigns for employees. • Evaluate and recommend security tools, technologies and vendors. • Prepare reports for senior management on the status of security risks, incidents, and initiatives. • Conduct Data Protection Impact Assessments (DPIAs) for AI modules. • Ensure compliance with local and international data privacy standards • Develop internal SOPs for data access, retention, and audit logging. • Collaborate on secure data architecture design.

Requirements	• Age: Up to 45 Years Maximum • Bachelor's degree in Information Security, Computer Science, Information Technology, or a related field. • 7+ years of experience in cybersecurity or information security roles. • Strong understanding of information security frameworks, best practices, and standards. • Experience with threat modeling, vulnerability management, SIEM tools, and network security. • Knowledge of security compliance and regulatory frameworks (e.g., ISO 27001, SOC 2, PCI-DSS). • Excellent communication, analytical, and problem-solving skills. • Ability to manage multiple projects and work cross-functionally.
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Position	Senior Network Systems Engineer Senior Network Systems Engineer will design, implement, maintain, and support our growing IT infrastructure. This role is critical for ensuring the stability, integrity, and efficient operation of enterprise network and system environments. The ideal candidate possesses deep technical knowledge in network engineering, and IT security.
Responsibilities	• Design, configure, and maintain enterprise network infrastructure including LAN/WAN, firewalls, switches, routers, and VPNs. • Administer and support servers (Windows/Linux), virtualization platforms (e.g., VMware, Hyper-V), and storage systems. • Ensure high availability and performance of network and system services across all environments. • Lead troubleshooting and root cause analysis for network and system outages or degradations. • Implement and maintain security protocols, access controls, and compliance standards. • Plan and execute network/system upgrades, migrations, and patching with minimal downtime. • Monitor network and system performance using tools such as SolarWinds, Nagios, or PRTG.

	• Create and maintain technical documentation including topology diagrams, configurations, and procedures. • Collaborate with cross-functional teams on infrastructure projects and disaster recovery planning. • Mentor junior engineers and provide technical leadership across IT operations. • Design and manage VOIP systems with End-to-End Encryption (E2EE). • Ensure cross-platform compatibility (Android, iOS, Linux, Windows). • Implement and maintain encryption standards for secure communication. • Monitor voice/data packet integrity and quality • Monitor and troubleshoot latency, ping breaks, and network disruptions. • Develop and test disaster recovery protocols for critical systems. • Implement performance analytics for proactive system tuning. • Ensure 24/7 high availability of essential IT infrastructure.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's or Master's in Computer Science, Information Technology, Telecommunications, or a related field. • Cisco Certified Network Professional (CCNP) or Cisco Certified Internetwork Expert (CCIE) • CompTIA Network+, Security+ • Juniper Networks Certification Program (JNCIP, JNCIE) • Certified Information Systems Security Professional (CISSP) (if role includes security responsibilities) • 5+ years of progressive experience in network engineering or systems administration. • Proven experience designing, implementing, and supporting enterprise-level networks. • Experience with LAN/WAN, firewalls, VPNs, routing/switching protocols (e.g., BGP, OSPF, EIGRP). • Hands-on experience with network monitoring tools (e.g., SolarWinds, Wireshark).

	• Deep understanding of TCP/IP, DNS, DHCP, NAT, IPSec. • Expertise with network hardware (Cisco, Juniper, Palo Alto, etc.). • Familiarity with virtualization (VMware, Hyper-V) and cloud networking (AWS, Azure, GCP). • Scripting and automation (e.g., Python, PowerShell, Ansible) is often a plus.
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Position	Data Scientist Data Scientist will transform raw data into actionable insights that drive business decisions. The ideal candidate will be experienced in statistical analysis, machine learning, and data visualization, with the ability to apply advanced techniques to solve real-world problems.
Responsibilities	• Collect, clean, and process large structured and unstructured datasets from various sources. • Apply statistical models and machine learning algorithms to analyze patterns and predict outcomes. • Communicate findings through clear visualizations, dashboards, and reports for technical and non-technical audiences. • Collaborate with cross-functional teams to define data-driven strategies and KPIs. • Design and run experiments (e.g., A/B testing) to evaluate the effectiveness of business changes. • Develop and deploy predictive models and data pipelines into production environments. • Monitor model performance and maintain/update as needed. • Research and implement best practices and new tools in the data science and analytics ecosystem.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's or Master's degree in Computer Science, Statistics, Data Science, or a related field. • 7+ years of experience in a data science or related analytical role.

	• Proficient in Python or R and libraries such as Pandas, NumPy, Scikit-learn, TensorFlow, or PyTorch. • Strong skills in SQL and working with relational databases. • Experience with data visualization tools (e.g., Tableau, Power BI, Matplotlib, Seaborn). • Solid understanding of statistical methods, hypothesis testing, and experiment design. • Ability to translate business problems into analytical solutions.
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Position	Data Engineer Data Engineer will design, build, and maintain scalable data infrastructure and pipelines. The ideal candidate will be responsible for ensuring reliable data flow between systems, supporting data science and analytics teams, and maintaining the integrity and performance of data systems.
Responsibilities	• Design, develop, and maintain robust ETL/ELT data pipelines for structured and unstructured data. • Build and manage scalable data architectures for data warehousing and real-time streaming. • Collaborate with data scientists, analysts, and software engineers to understand data requirements. • Optimize and manage databases and data warehouses (e.g., Redshift, Big Query, Snowflake). • Ensure data integrity, quality, and security across data platforms. • Monitor and troubleshoot data systems and workflows to maintain high performance. • Implement data governance, cataloging, and documentation best practices. • Support data migration, data modeling, and schema design efforts.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's degree in Computer Science, Engineering, or a related technical field.

	• 5+ years of experience in data engineering, software development, or a similar role. • Proficiency in Python, SQL, and data integration tools (e.g., Apache Airflow, DBT). • Experience with relational and NoSQL databases (e.g., PostgreSQL, MongoDB, Cassandra). • Strong understanding of data modeling, warehousing, and distributed systems. • Familiarity with cloud platforms like AWS (e.g., S3, Redshift, Glue), Azure, or GCP. • Knowledge of big data frameworks (e.g., Spark, Kafka, Hadoop) is a plus.
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Position	Product Designer / Architect Product Designer / Architect to lead the design and architectural vision of digital products. Responsible for crafting intuitive user experiences, defining the product's structure, and collaborating closely with cross-functional teams to align design with business goals and technical feasibility. Bridges the gap between UX/UI design and systems-level product thinking.
Responsibilities	• Lead the end-to-end product design process including research, wireframing, prototyping, UI/UX design, and user testing. • Create intuitive and visually appealing designs for web and mobile applications using industry-standard tools. • Translate complex user needs and business requirements into innovative design solutions. • Collaborate closely with developers to ensure design feasibility and accuracy during implementation. • Maintain design consistency across all platforms and devices in alignment with project objectives. • Conduct usability testing and gather feedback to iterate on designs for improvement. • Produce design specifications, style guides, and documentation for developers and stakeholders. • Stay updated with the latest design trends, tools, and best practices.

	• Support in branding and visual identity tasks where required.
Requirements	• Age: Up to 45 Years Maximum • Qualification: Minimum 16 Years of Education with Degree in Computer Science/ Software Engineering from an HEC recognized local or foreign university. • Experience: Minimum 8 years of relevant professional experience in Design, Illustrator, Dreamweaver, Photoshop etc.

Position	Business Process Re-engineering Expert As a Business Process Reengineering Expert, you will be responsible for analyzing and redesigning core business processes to improve service delivery, reduce redundancy, and optimize operational efficiency. You will work closely with stakeholders across departments to implement modern, tech-driven solutions that align with organizational goals.
Responsibilities	• Conduct end-to-end analysis of existing workflows, identifying inefficiencies, duplications, and bottlenecks. • Develop process maps (AS-IS) and propose optimized models (TO-BE) using industry best practices. • Collaborate with IT teams to ensure that reengineered processes are supported by appropriate technological solutions. • Lead change management efforts, including stakeholder engagement, training, and process documentation. • Assist in drafting SOPs and implementation roadmaps for new processes. • Monitor and evaluate the impact of implemented changes and recommend further refinements. • Ensure alignment of business processes with organizational objectives,

	regulatory requirements, and digital transformation strategies. • Provide inputs for policy formulation, system design, and process automation frameworks.
Requirements	• Age: Up to 45 Years Maximum • Minimum Bachelor's degree in Computer Science, Information Technology, or Software Engineering from an HEC-recognized local or foreign university. • Additional certifications in Business Process Management (BPM), Lean Six Sigma, or Change Management will be considered an asset. • Minimum 05 years of experience in business process analysis, process optimization and digital transformation. • Proven expertise in mapping, modeling, and reengineering business processes to enhance organizational efficiency and service delivery. • Experience working in public sector/government reform projects is highly desirable. • Familiarity with ERP systems, BPM tools, and enterprise-level IT systems will be preferred.

Position	Senior UI/UX Engineer Senior UI/UX Engineer will lead the design and development of engaging, user-centric interfaces for our digital products. The ideal candidate will have a strong eye for clean design, deep technical skills in front-end development, and a user-first mindset to bridge the gap between design and engineering.
Responsibilities	• Design and implement intuitive, accessible, and responsive user interfaces using modern front-end technologies. • Collaborate with product managers, designers, and developers to translate business requirements into effective UI/UX solutions. • Lead user research, wireframing, prototyping, and usability testing activities. • Drive design consistency across applications by contributing to and maintaining design systems and style guides. • Ensure cross-browser compatibility and responsiveness.

	• Analyze user behavior and feedback to iterate on design and improve user experience. • Mentor junior designers and engineers, providing guidance on UI/UX best practices and front-end technologies. • Stay up to date with the latest UI/UX trends, techniques, and technologies.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's degree in Computer Science or a related field. • 5+ years of experience in UI/UX design and front-end engineering. • Proficient in HTML, CSS, JavaScript, and frameworks such as React, Angular, or Vue.js. • Strong portfolio showcasing end-to-end design and implementation of web/mobile interfaces. • Skilled in design tools such as Figma, Adobe XD, Sketch, or similar. • In-depth understanding of responsive design, accessibility (WCAG), and design systems. • Experience with Git and modern development workflows.

Position	Principal Software Engineer (full stack developer) Principal Software Engineer (Full Stack Developer) to lead the design, development, and deployment of scalable software applications. Responsible for architecting robust solutions, writing high-quality code, and mentoring development teams. Work across the full technology stack, influencing technical direction, enforcing engineering best practices, and helping drive product strategy.
Responsibilities	• Lead the design, development, and maintenance of large-scale applications using PHP, Laravel, CodeIgniter, Next.js, and React.js. • Architect and implement RESTful APIs and ensure seamless API integrations with third-party services and internal systems. • Oversee front-end development using React.js and ensure responsive and accessible design practices with CSS, Bootstrap, and Tailwind CSS. • Manage and mentor a team of developers, providing technical guidance and fostering a culture of collaboration and continuous improvement. • Handle large datasets, designing efficient data structures and processing pipelines.

	• Oversee the entire software development lifecycle, ensuring projects are delivered on time and meet specifications. • Collaborate with product managers, designers, and other stakeholders to align on business requirements and technical solutions. • Drive best practices for code quality, security, scalability, and performance across the engineering team. • Conduct regular code reviews and technical discussions to maintain a high standard of software development. • Collaborate with DevOps to streamline deployment processes using CI/CD pipelines and cloud infrastructure (e.g., AWS, Azure, or Google Cloud). • Continuously explore and implement new technologies to improve system performance, scalability, and development efficiency.
Requirements	• Age: Up to 45 Years Maximum • Qualification: Minimum 16 Years of Education with a Degree in Computer Science/ Software Engineering/ ICT from an HEC recognized local or foreign university. • 7+ years of professional experience in PHP development, with a strong focus on Laravel and CodeIgniter frameworks. • Proven experience in Next.js and React.js for front-end development and server-side rendering (SSR). • 3+ years of experience in team management or technical leadership roles. • Expertise in building and integrating RESTful APIs and handling API integration with third-party services. • Strong understanding of relational databases like MySQL and NoSQL databases (e.g., MongoDB, Redis). • Experience in working with government particularly with Law-and-Order sector will be preferred.

Position	Sr. Software Engineer Sr. Software Engineer will drive the design, architecture, and development of scalable systems. This is a hands-on leadership role requiring deep technical expertise across both front-end and back-end technologies, as well as a strategic mindset to mentor teams and influence technical direction.
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Responsibilities	• Architect, design, and develop end-to-end scalable and secure software solutions. • Lead development efforts across the full stack (front-end, back-end, databases, DevOps). • Define and enforce engineering best practices, coding standards, and technical guidelines. • Collaborate with management and stakeholders to translate business needs into technical solutions. • Evaluate and introduce new technologies and frameworks to improve system performance and developer productivity. • Conduct code reviews, provide technical mentorship. • Ensure high availability, scalability, and security of applications in production. • Contribute to DevOps processes: CI/CD, deployment automation, monitoring, and performance tuning.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's or Master's degree in Computer Science or a related field. • 5+ years of experience in full-stack software development. • Deep proficiency in at least one backend language (e.g., PHP, Node.js, Java, C#, Python). • Advanced experience with modern front-end frameworks (React, Angular, or Vue.js). • Strong understanding of cloud platforms (AWS, Azure, or GCP). • Experience designing RESTful APIs, GraphQL, and Web Services. • Solid knowledge of relational and NoSQL databases (e.g., MS SQL Server, PostgreSQL, MongoDB). • Hands-on experience with CI/CD pipelines and containerization (Docker, Kubernetes). • Strong problem-solving and system design skills.
Position	Mobile App iOS/ Android app Developer As a Mobile App Developer (iOS/Android), you will be responsible for the complete

	lifecycle of mobile application development, from concept to deployment. You will collaborate with cross-functional teams to build innovative, user-friendly apps that meet the objectives of the project and enhance the digital experience for end-users.
Responsibilities	• Design and develop high-quality mobile applications for Android and iOS platforms. • Collaborate with UI/UX designers to create intuitive and visually appealing user interfaces. • Integrate third-party APIs and backend services securely and efficiently. • Optimize application performance and ensure responsiveness across different devices and screen sizes. • Debug, troubleshoot, and resolve software bugs and performance bottlenecks. • Continuously explore and implement new technologies to improve development efficiency and application quality. • Ensure mobile applications adhere to security best practices • Support application deployment to the Google Play Store and Apple App Store, including version control and update management. • Prepare technical documentation, user manuals, and deployment notes. • Adherence to project timelines and security standards
Requirements	• Age: Up to 45 Years Maximum • Bachelor's degree in Computer Science, Software Engineering, or a related discipline from an HEC-recognized local or foreign university. • Minimum 5 years of hands-on experience in mobile application development for Android (Java/Kotlin) , iOS (Swift/Objective-C) platforms and Flutter. • Proven experience in designing, building, testing, and publishing secure, scalable, and high-performance mobile applications. • Familiarity with cross-platform development tools such as Flutter, React Native, or Xamarin will be considered an advantage. • Solid understanding of RESTful APIs, UI/UX standards and mobile performance optimization techniques.

Position	Sr. DevOps Engineer Senior DevOps Engineer to lead and manage infrastructure automation, deployment pipelines, and system reliability efforts. A deep understanding of cloud platforms, Infrastructure as Code (Isac), CI/CD tools, and container orchestration. Working closely with development and operations teams to streamline and secure software delivery processes.
Responsibilities	• Design and manage CI/CD pipelines in GitLab, GitHub Actions, and Jenkins for automated build, test, and deployment. • Administer and optimize infrastructure across Azure, AWS, GCP, and on-premises servers. • Configure and maintain Git branching strategies, resolve merge conflicts, and manage pull requests. • Implement infrastructure-as-code (IaC) using Terraform, ARM templates, or CloudFormation. • Automate deployment processes and ensure zero-downtime rollouts across environments. • Set up and monitor DevOps tools for high availability, performance, and security. • Implement secure and scalable release pipelines with quality control gates. • Collaborate with cross-functional teams to support Agile and DevOps practices. • Ensure robust version control, artifact management, and rollback strategies. • Continuously evaluate and integrate emerging DevOps tools and methodologies.
Requirements	• Age: Up to 45 Years Maximum • Qualification: Minimum 16 Years of Education with Degree in Computer Science/ Software Engineering/ ICT from an HEC recognized local or foreign university. • Experience: Minimum 5 year of relevant professional experience.

Position	Sr. SQA Engineer SQA Engineer will lead the QA efforts, define test strategies, and implement
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	automated testing frameworks. This role requires a proactive mindset, leadership capabilities, and strong technical skills.
Responsibilities	• Define, implement, and maintain QA strategies and automation frameworks. • Mentor and support junior and mid-level QA engineers. • Lead testing efforts across multiple projects. • Design, review, and execute comprehensive test plans, test cases, and test data for functional, regression, integration, and end-to-end testing. • Oversee performance, security, and usability testing. • Drive continuous improvement in QA processes and best practices.
Requirements	• Bachelor's or Master's degree in Computer Science or a related field. • 5+ years of QA experience with a focus on test automation and strategy. • Strong experience with test automation tools (Selenium, Cypress, etc.). • Hands-on experience with performance testing (e.g., JMeter, LoadRunner). • Familiarity with Agile/Scrum development processes. • Strong knowledge of API testing, CI/CD integration, and version control tools. • Excellent problem-solving, communication, and leadership skills.

Position	Program Manager (Operations) The Program Manager (Operations) is responsible for managing day-to-day operational activities, ensuring seamless coordination between departments and supporting the implementation of key initiatives and software projects. This role focuses on program delivery, operational oversight and strategic communication with stakeholders.
Responsibilities	• Manage the end-to-end operational execution of programs and ensure deliverables are met within scope, time, and budget. • Coordinate closely with development teams, district offices, and leadership within Punjab Police to ensure smooth rollout of operational components.

	• Perform financial and operational analysis to inform decision-making and performance monitoring. • Support dashboard development and reporting mechanisms for executive oversight and performance review. • Oversee operational documentation, ensure proper implementation of SOPs, and maintain project records. • Facilitate capacity-building workshops and training sessions for district and unit-level staff. • Act as the primary liaison between department and technical teams to communicate operational requirements and resolve issues. • Support governance and compliance requirements in project implementation, especially for reporting.
Requirements	• Age: Up to 45 Years Maximum • 16 Years of education in Business administration or M.Com. • Minimum 7 years of professional experience in Operations Management/ Business Analysis/ Planning/ Project Coordination. • Strong background in operational execution and stakeholder coordination. • Preference will be given to candidates with experience in public sector projects, especially in the Law-and-Order sector.

Position	Text & Video Content Specialist The Text & Video Content Specialist is responsible for crafting compelling written and visual content that engages target audiences and promotes organizational initiatives across digital platforms. This role requires a creative thinker with strong writing, editing, video storytelling, and content marketing skills.
Responsibilities	• Develop high-quality, original, and engaging written content for websites, blogs, newsletters, reports, social media, product descriptions, and internal communications. • Plan, script, and produce multimedia content including promotional videos, explainer animations, and video-based storytelling.

	• Ensure all content aligns with the organization's branding, tone of voice, and messaging standards. • Collaborate cross-functionally with SEO, design, development, and outreach teams to support campaigns and product launches. • Maintain and manage a content calendar, ensuring consistent publishing across platforms. • Edit and refine existing content to improve clarity, relevance, and search visibility. • Conduct topic research, keyword analysis, and competitor benchmarking to stay ahead of content trends. • Assist in the creation of PowerPoint presentations, infographics, and supporting visuals for official events and reports. • Work with animation tools and video editing software to deliver high-impact visual stories and training materials.
Requirements	• Age: Up to 45 Years Maximum • Bachelor's degree in English, Journalism, Mass Communication, BS-IT from a recognized institution. • Certifications in SEO, content marketing, copywriting, or digital storytelling are preferred but not mandatory. • Minimum 5 years of proven experience in content creation, digital storytelling, or multimedia production. • Working knowledge of graphic design principles and experience collaborating with designers and video editors. • Familiarity with content and SEO tools such as Grammarly, Surfer SEO, Ahrefs, or SEMrush is highly desirable. • Experience in video editing and basic 3D animation is an added advantage.

Position	Driver
Qualification & Experience	• Age Limit: 25 – 45 years • Minimum Qualification: Matric (10th class). • Driving License: Valid LTV (Light Transport Vehicle) license issued by a competent authority.

	• Experience: Minimum 3 years of experience as a driver in a government/semi-government/private organization. Knowledge: • Basic knowledge of vehicle maintenance and troubleshooting. • Familiarity with local routes and traffic rules.
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