CAREER OPPORTUNITY

PIAHCL
PIA Holding Company (Ltd.)

PIA Holding Company Ltd (PIAHCL), a public limited company incorporated under the laws of Pakistan and listed at Pakistan Stock Exchange (PSX), serves as the holding company for Pakistan International Airlines Corporation Limited (PIACL), PIA Investments Limited, Skyrooms (Private) Limited, and Sabre TN Pakistan (Private) Ltd. We are developing a team of experienced and dynamic professionals to drive value and efficiency within our Company. Applications are invited from professionals for the following positions:

Sr.	Position Title	Vacancies	Max. Age	Position Summary	Qualification & Experience
1	General Manager (Accounts & Finance)	01	50 years	50 GM (A&F) will be responsible for providing strategic financial leadership, ensuring robust financial governance, compliance, reporting, and internal controls for PIA Holding Company and its subsidiaries. The role will oversee accounting, treasury, corporate finance, budgeting, taxation, and financial risk management, aligning with the organization's strategic objectives and applicable laws, regulations, and international best practices.	**Education:** Chartered Accountant (CA), CPA, ACCA, CIMA, CFA, or Master's in Finance /Accounting from a recognized institution. **Experience:** At least **15 years of relevant professional experience, with a minimum 5 years in a senior financial leadership** role in a large corporate entity. Preferably listed and group holding company.
2	Dy. General Manager (Accounts & Finance)	01	40 years	DGM (A&F) will assist the General Manager in overseeing all financial and accounting functions of PIAHCL and its subsidiaries. The role focuses on financial reporting, budgeting, compliance, treasury support, and internal controls to ensure transparency, efficiency, and alignment with international financial reporting and corporate governance standards.	**Education:** Chartered Accountant (CA), CPA, ACCA, CIMA, CFA, or Master's in Finance /Accounting from a recognized institution. **Experience:** At least **10 years of relevant professional experience,** with a **minimum 5 years in a managerial role in finance/accounts** within a large corporate entity.
3	Manager (Accounts & Finance)	02	35 years	Manager (A&F) will oversee the full spectrum of accounting, financial management, treasury, and corporate finance functions for PIAHCL and its subsidiaries. The role is responsible for ensuring accurate and timely financial reporting, compliance with statutory and regulatory requirements, efficient treasury operations, effective budgeting and forecasting, and strong internal controls. The position serves as a key link between operational accounting and strategic finance, providing management with financial insights for informed decision-making.	**Education:** Chartered Accountant (CA), ACCA, CPA, CFA, CMA, or Bachelor's with 16 years of education in Finance/Accounting from a recognized institution. **Experience:** Minimum **07 years** of relevant professional experience, including **at least 3 years in a managerial role in accounting/ finance/treasury** within a large corporate entity. Strong exposure to ERP/accounting systems, corporate finance, and statutory compliance.
4	Assistant Manager (Accounts & Finance)	02	30 years	AM (A&F) will be responsible for assisting in the preparation and maintenance of financial records, supporting statutory and management reporting, ensuring compliance with applicable regulations, and contributing to the effective functioning of the finance department. The role requires strong accounting knowledge, attention to detail, and the ability to support financial controls and processes in line with international accounting standards and best practices.	**Education:** Part-qualified Chartered Accountant (CA), ACCA, CPA, CMA, or Bachelor's with 16 years of education in Finance/Accounting from a recognized institution. **Experience:** Minimum **03 years of relevant professional experience in accounting/finance** in a large corporate entity. Experience of ERP/accounting software is required.
5	Dy. General Manager (Real Estate / Property Mgmt.)	01	50 years	DGM (RE&PM) will be responsible for managing and optimizing PIAHCL's nationwide portfolio of commercial properties, ensuring maximum financial returns, regulatory compliance, and operational efficiency. The role includes overseeing leasing and rental operations, disposal/auction of properties, property mutation and title regularization, and the procurement/oversight of third-party service providers for property management. The incumbent will play a key role in enhancing the long-term value of the Company's real estate assets while ensuring transparency and alignment with public sector governance standards.	**Education:** Bachelor's with 16 years of education in Real Estate, Business Administration, Engineering, Finance, Economics, or related field from an HEC-recognized institution. Professional certifications in Real Estate/Property Management (preferred). **Experience:** Minimum **12 years** of professional experience, including **at least 5 years in a senior management role managing large-scale real estate portfolios,** leasing, and disposals. Proven experience with property mutation, procurement, tenant management, and compliance with public sector regulations. Experience with government entities, banks, insurance companies, or public sector enterprises will be preferred.
6	Manager (Real Estate & Property Mgmt)	01	45 years	Mgr(RE&CP) will be responsible for the operational management of PIAHCL's nationwide real estate portfolio, including leasing, rental administration, auction facilitation, property mutation, and coordination of third-party property management services. The role ensures that all commercial properties generate optimal returns, remain legally compliant, and are managed efficiently in line with public sector governance requirements.	**Education:** Bachelor's with 16 years of education in Real Estate, Business Administration, Engineering, Finance, Economics, or related field from an HEC-recognized institution. Professional certifications in Real Estate/Property Management (preferred). **Experience:** Minimum **08 years** of experience, including **at least 03 years in property management, leasing, or commercial real estate.** Strong exposure to property transactions, auctions, tenant management, and procurement processes. Experience with government entities, banks, insurance companies, or public sector enterprises will be preferred.
7	Assistant Manager (Real Estate & Property Mgmt.)	01	40 years	AM (RE&CP) will support the effective management of PIAHCL's portfolio of commercial and residential real estate properties across Pakistan. The role will involve assisting in leasing, tenant management, auctions of plots, documentation of property transfers, mutation in the company name, and procurement of third-party services for property maintenance and operations. The incumbent will ensure compliance with legal, regulatory, and corporate governance requirements while helping optimize the financial and operational value of the property portfolio.	**Education:** Bachelor's with 16 years of education in Finance, Real Estate Management, Business Administration, Engineering, or related field from an HEC-recognized institution. Real estate certification will be an added advantage. **Experience:** Minimum **05 years** of experience in property management, leasing, facilities management, or real estate administration. Experience with government entities, banks, insurance companies, or public sector enterprises will be preferred.
8	Dy. General Manager/ Manager (Pension & Retirement Benefits)	01	45 years	DGM/Manager (P&RB) will be responsible for the administration and management of pensions and entitled medical benefits to the portfolio of PIACL pensioners and their eligible dependents. The role includes oversight of pension disbursement through scheduled banks (in line with SBP Pension Bank Accounts Regulations) and medical services provided through group health insurance arrangements. The incumbent will ensure that all processes are transparent, compliant with regulatory frameworks, and delivered efficiently to beneficiaries.	**Education:** **For DGM:** Chartered Accountant (CA), ACCA, CPA, CFA, CMA /MBA/MPA/Master's in Finance, HR or related discipline from an HEC-recognized institution; **For Manager:** Chartered Accountant (CA), ACCA, CPA, CFA, CMA, Bachelor's with 16 years of education in Finance, HR, Public Administration or related discipline from an HEC-recognized institution. Professional certifications in Pension/Employee Benefits Management, Insurance, or Risk Management (preferred). **Experience:** **For DGM:** Minimum 12 years with 05 years in senior management role preferably in pensions, employee benefits, insurance or banking, **For Manager:** Minimum 09 years of relevant experience in pension administration, medical benefits, or large-scale HR operations.
9	Assistant Manager (Pension & Retirement Benefits)	01	40 years	AM (P&RB) will support the pension and retirement medical benefits administration to a portfolio of PIACL pensioners and their eligible family members. The role involves maintaining beneficiary records, coordinating with banks for pension disbursement, assisting in medical insurance claim processing, and ensuring smooth communication with retirees.	**Education:** Chartered Accountant (CA), ACCA, CPA, CFA, CMA, Bachelor's with 16 years of education in Finance, HR, Public Administration, or related discipline from an HEC-recognized university. Training in Pension Administration / Insurance / HRMS systems will be an added advantage. **Experience:** **Minimum 5 years** of experience in pension administration, insurance claims, HR operations, or financial services.
10	Dy. GM (Legal, Corporate Affairs & Compliance)	01	45 years	The incumbent will lead the company's legal advisory, corporate governance, and compliance functions in line with the Companies Act 2017, SOE Act 2023, and other applicable laws/regulations. The position will also support the CEO and Board of Directors and Committees (through CEO) by providing secretarial and governance services.	**Education:** Bar At Law / LLB (Hons) / LLB / LLM from an HEC-recognized institution. Corporate governance / company secretarial certification (e.g., ICSP, ICSA, or equivalent) will be a strong advantage. **Experience:** Minimum **10 years** of relevant experience, with at least 5 years in a legal/compliance or company secretarial role.

For further details regarding job requirements, please visit the company's website using the following link: https://piahcl.com.pk/careers.html

General Conditions:

- **All the above positions are based in Islamabad and** offered under a performance-driven, KPI-focused **fixed-term contract,** with the potential for extension depending on performance and organizational needs.
- All appointments will be based on merit, providing a competitive, market-driven package.
- No TA/DA will be provided for the interviews.
- Preference will be given to candidates with prior experience in organizations of comparable size, scope, and operational complexity.
- Shortlisted candidates will have to submit a prescribed "Declaration" on non-judicial stamp paper as and when required, verifying the antecedents.

How to Apply:

If you meet the criteria and are eager to contribute your expertise, please submit your application form on our website at **https://piahcl.com.pk/careers.html** OR **https://njp.gov.pk** along with a detailed resume and professional credentials **within 15 days of this advertisement's publication.**

PIA Holding Company is an equal opportunity employer and values diversity in its workplace.

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