Terms of Reference

Position	Deputy Director (Research)
Number of positions	01
Nature of Employment	Contractual (03 years) extendable based on organizational need and performance. The Commission may consider regularizing the position after three years, subject to meeting the prescribed criteria for this purpose.
Location	Islamabad
Duties and Responsibilities	• Assist in designing and executing research projects aligned with SECP's regulatory priorities. • Conduct data collection, statistical analysis, and econometric modeling to inform policy decisions. • Draft policy briefs, consultation papers, and research reports for internal and external stakeholders. • Monitor domestic and international financial market trends and prepare analytical notes. • Support senior management in preparing presentations, speeches, and reports for regulatory forums. • Collaborate with cross-functional teams to provide research input for ongoing reforms. • Maintain and update research databases, ensuring accuracy and accessibility.
Qualification	• MPhil/MS in Economics, Finance, or a related discipline from an HEC-recognized institution. • Preference will be given to candidates with a PhD.
Experience Criteria	• Minimum 6 years of professional experience acquired after completion of a Master's/Bachelor's degree (equivalent to 16 years of education), with experience in one or more of the following areas: Data analytics, financial market research, or risk management, and with demonstrated contributions to projects or policy development.
Age	• Maximum 40 years *Candidates who have at least 3 years of experience working with a regulator will be given an age relaxation of 5 years.*
Functional/Technical Skills	• Applicants should have the ability to conduct statistical analysis, econometric modeling, and use the applied research methods, with hands-on experience using tools such as R, Python, STATA, or SPSS. • Strong skills in translating complex datasets into clear, actionable insights. • Familiarity with Pakistan's capital markets, corporate governance frameworks, and insurance sector will be highly valued, as well as an understanding of global regulatory trends.
Soft Skills	• The soft skills required include collaboration, clarity, and professional integrity. Candidates should demonstrate strong communication skills to present technical findings to support decision-making, along with teamwork and stakeholder coordination.