Terms of Reference

Position	Deputy Director (Systemic Risk)
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	• Conduct risk assessments of capital markets, corporate sector, insurance, and non-banking financial institutions. • Assist in developing and implementing frameworks for systemic risk monitoring, stress testing, and scenario analysis. • Analyze the interconnectedness of financial institutions and potential contagion channels. • Prepare risk dashboards, early warning indicators, and periodic systemic risk reports for senior management. • Support policy development by providing evidence-based recommendations on risk mitigation strategies. • Collaborate with regulators, industry stakeholders, and international bodies on systemic risk initiatives. • Contribute to crisis management planning and contingency frameworks. • Maintain and enhance risk databases and analytical tools for ongoing monitoring.
Qualification	• Master's/Bachelor's degree (equivalent to 16 years of education) in Business, Finance, or a related discipline from an HEC-recognized institution, or professional qualification such as CA, CMA, or ACCA. • Candidates with CFA or FRM certifications will be preferred.
Experience Criteria	• Minimum 6 years of post-qualification experience in the financial sector, with a strong background in risk analysis and modelling. Proven familiarity with major risk management frameworks and hands-on experience in drafting risk policies, alongside demonstrated contributions to effective risk governance. • For qualified Chartered Accountants, articleship will be considered as part of the requisite experience.
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	• The candidate should have strong expertise in systemic risk modeling, stress testing, and scenario analysis, with proficiency in statistical and econometric tools such as R, Python, MATLAB, or STATA. • Solid understanding of macro-financial linkages, contagion dynamics, and global regulatory frameworks (Basel III/IV, IOSCO principles) is essential. • The role requires the ability to interpret complex datasets, develop early warning indicators, and present clear, actionable risk assessments to senior management and stakeholders.
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.