

Career Pakistan: Job Descriptions for the two positions are as follows

Position 1: Head of Software Platforms

Position 2: Head of Software Projects

Position 1: Head of Software Platforms

Location: Head Office, Islamabad

Employment Type: Full-Time

Role Overview

Our client, a State-Owned Enterprise (SOE), is seeking a dynamic and visionary Head of Software Platform Development to lead the design, development, and evolution of its core software platforms. This senior leadership role requires a strategic thinker with deep expertise in platform architecture, product lifecycle management, and the agile delivery of scalable, secure, and future-ready technology solutions. The successful candidate will oversee multi-year development roadmaps, foster engineering excellence, and ensure that organization's platforms meet the evolving needs.

Key Responsibilities

1. Platform Vision and Strategy

- Define and own the long-term vision and multi-year roadmap for company's core software platforms.
- Align platform strategy with government's digital transformation goals and evolving administration requirements.
- Evaluate emerging technologies and drive innovation in platform capabilities, scalability, and interoperability.

2. Product and Platform Lifecycle Management

- Oversee the development lifecycle of platforms from ideation through release, maintenance, and evolution.
- Ensure modularity, extensibility, and continuous improvement of platforms to support policy, compliance, and engagement needs.
- Implement agile product management practices with continuous stakeholder feedback integration.

3. Technical Architecture and Engineering Excellence

- Provide architectural direction for scalable, resilient, and secure software platforms.
- Uphold technical standards, design patterns, and documentation practices across development teams.

- Drive the adoption of modern software development practices including CI/CD, microservices, and cloud-native architectures.

4. Team Building and Capability Development

- Build and lead high-performing engineering teams with strong capabilities in platform engineering and DevOps staffed both internally from within the organization and externally from trusted private sector service providers.
- Mentor technical leaders and developers to ensure ongoing talent development and technical excellence.
- Foster a collaborative and learning-oriented engineering culture.

5. Cross-Functional and External Collaboration

- Collaborate effectively with government stakeholders and domain experts to drive the functional evolution of company's platforms to align with national objectives.
- Liaise with Head of Software Projects at the organization to ensure alignment of software platforms and short and medium-term project needs
- Work closely with Product Management, Data, QA, and Infrastructure teams to deliver cohesive platform features.
- Engage with external stakeholders including integration partners.
- Support third-party developers and external partners through well-documented APIs and developer enablement.

6. Governance, Risk, and Resource Management

- Establish KPIs and governance frameworks to monitor platform performance, stability, and adoption.
- Manage platform development budgets, technology procurement, and human resources effectively.
- Balance long-term platform enhancements with operational needs and technical debt management.

Required Qualifications

Education:

BS degree in Computer Science, Software Engineering, or a related field. Training or certifications in platform engineering, cloud architecture, or agile product management are an asset.

Experience:

At least 12 years of experience in software development or product engineering, with a minimum of 5 years in a senior leadership role leading platform development or enterprise-scale software solutions.

Technical Competency:

Demonstrated ability to architect and lead development of large-scale, modular software platforms. Proficient in modern development frameworks, DevOps practices, and secure software lifecycle management.

Leadership and Collaboration:

Track record of building and leading high-performing software engineering teams. Strong cross-functional leadership skills with experience aligning platform design with business, user, and policy needs.

Preferred Skills

- Experience in finance, or public sector digital platforms.
 - Strong understanding of platform scalability, interoperability, and lifecycle management.
 - Familiarity with modern deployment technologies (e.g., Kubernetes, containers, serverless architectures).
 - Proficiency in secure development practices, compliance, and data governance.
 - Excellent communication, stakeholder engagement, and change management capabilities.
-

Position 2: Head of Software Projects

Location: Head Office, Islamabad

Employment Type: Full-Time

Role Overview

The Head of Software Project Delivery will be responsible for the timely and high-quality delivery of short- and medium-term software projects that support the organization's operational and strategic priorities. This role requires hands-on leadership across the full software development lifecycle, with a strong focus on execution, agility, and stakeholder responsiveness. The successful candidate will be a results-oriented leader who can manage concurrent projects, adapt to evolving requirements, and ensure robust implementation of technology solutions across public sector systems.

Key Responsibilities

1. Project Execution and Delivery

- Oversee the end-to-end delivery of multiple software projects, ensuring alignment with organization's business and operational needs.
- Ensure timely delivery of software releases by managing scope, resources, dependencies, and risks.
- Respond rapidly to new project requirements and changing priorities by adjusting team focus and delivery timelines accordingly.

2. Technical Oversight and Development Standards

- Define and implement engineering best practices, coding standards, and design principles to maintain quality across all project deliverables.

- Review and approve key architectural and design decisions, ensuring scalability and security across software systems.
- Ensure the adoption of version control, continuous integration, and automated testing in all active development initiatives.

3. Resource Management and Team Leadership

- Lead, mentor, and develop software development teams to ensure timely project execution and professional growth.
- Balance team assignments across ongoing projects and emerging initiatives.
- Foster a culture of accountability, ownership, and responsiveness within development teams.

4. Agile Process and Performance Monitoring

- Establish and maintain agile development practices to support iterative delivery and continuous improvement.
- Define performance metrics and KPIs to track project progress, team output, and system quality.
- Ensure project visibility and transparency through structured reporting to executive leadership and stakeholders.

5. Stakeholder Collaboration

- Collaborate effectively with stakeholders and domain experts to align development goals and ensure translation of functional requirements into technical solutions.
- Liaise with Head of Software Platform Development to ensure alignment software platforms and short and medium-term project needs
- Translate business needs into actionable technical plans and ensure cross-departmental coordination for project success.
- Serve as a key liaison between technical teams and non-technical decision-makers.

6. Support for Legacy Systems and Operational Continuity

- Ensure continued support, maintenance, and enhancement of existing legacy systems as required.
- Balance delivery of new projects with ongoing service-level commitments for operational systems.

Required Qualifications

Education:

Bachelor's degree in Computer Science, Software Engineering, or a related field.

Experience:

Minimum of 10 years of experience in software development, with at least 4 years in a leadership role overseeing project execution in enterprise or public sector environments.

Technical Competency:

Strong knowledge of software development frameworks, programming languages, system architecture, and modern project delivery methodologies such as Agile and DevOps. Experience with cloud services (AWS, Azure) is desirable.

Leadership and Execution:

Demonstrated ability to manage multiple development teams and deliver technology solutions under tight timelines. Excellent problem-solving and coordination skills with a focus on operational agility.

Preferred Skills

- Experience delivering enterprise-scale software systems in finance or government.
- Knowledge of secure software development practices, compliance standards, and operational SLAs.
- Strong interpersonal and communication skills for effective stakeholder management.
- Proficiency in project tracking and agile management tools (e.g., Jira, Trello, MS Project).

How to Apply

Interested candidates are welcomed to send their Curriculum Vitae/Resume at careerpakistan.apply@gmail.com or Career Pakistan, Third Floor, Ratta Mansion, 69W, Fazal Ul Haq Road, Block H, Blue Area, Islamabad, Pakistan **no later than 25th May, 2025.** Applications received after the due date will not be considered in any case.