



**RECRUITMENT  
POLICY 2021**

**Environmental Experts,  
Specialists,  
Managerials, Associates  
and other Support HR  
on Contractual Basis**





## 1. GOAL

- 1.1. The Goal of this Policy is to introduce the hybrid model of institutional functioning and redirecting the systemic policy making and implementation with the aim to achieve sustainable, technical, professional and scientific outputs in the realm of Environment sector in the province with a ripple effect to impact environment friendly policy making in across the public and private sector.
- 1.2. Public Sector Organizations like EPA are changing and facing new challenges and to seize new opportunities. The organizational ability in catching up with these new trends, traditions and transitions is not pace keeping and as a result our public sector organizations are less responsive over the new trend and dimensions of time posing new challenges. The world around is changing and this calls for internal changes within our public sector organizations in our structures, responses, behaviors, attitudes and responses. This Policy is the link to arresting the new challenges and meeting them out successfully

## 2. OBJECTIVES

- 2.1. To hire such sectoral specialists as to interpret, implement and provide for institutional building of the tasks assigned to EPA vide its Act
- 2.2. To properly complement the functions conferred on the Agency by the ibid Act
- 2.3. To professionally, technically and scientifically discharge the duties as poised in the Act with results being tangible and measureable on the social landscape
- 2.4. To manage the issues of environment and climate change through research and development strategies, means and methods
- 2.5. To guide Government on issues of environment and climate change through qualified HR
- 2.6. To ensure the provision of right people at the right places for the right outcomes
- 2.7. To align policy of this Agency by virtue of which all permanent vacant posts have been abolished and no such permanent post will ever be created in future in the Agency thereby getting the maximum off the potential of the HR contracted

## 3. LEGAL BASE

- 3.1. This Policy is made in direct exercise of powers conferred under subsection d of Section 7 of Balochistan Environmental Protection Act 2012 that provides:

*“Subject to approval of the Provincial Government appoint in accordance with prescribed procedures such experts and consultants as it considers necessary for the efficient performance of its functions on appropriate terms and conditions”*

- 3.2. In furtherance thereto, this ‘Policy’ provides for appointment of such experts as would enable this Agency to discharge its affairs on improved and efficient basis. The provision to further enact such Policy is conferred under clause c of subsection 2 of Section 41 of Balochistan environmental protection act 2012.



## 4. PURPOSE

### 4.1. The Situational Analysis

4.1.1. 'Acts' create Organizations, set their visions and explain their missions and so the Organizations are accordingly arranged and erected. BEPA Act 2012 reads and provides a different set of tasks than what the actual EPA built organization can perform. The Act commits things that are far beyond the known comprehension and technical levels of performance of the existing EPA. The over generalist approach in an exceedingly professional organization has made EPA an ineffective organization. This ineffectiveness has led to following impact lines:

- Non implementation of environmental laws
- Incognizance on environmental laws, procedures and rules in both public and private sectors
- Absence of technically sound and professionally proficient HR
- Development Policy not environment sensitive/responsive
- Environment on low level of Policy priority list
- Not been able linking development with environment denying "sustainable development", [*"Sustainable Development" means development that meets the needs of the present generation without compromising the ability of future generations to meet their needs*] **Section 2(bbb) of BEPA**

4.1.2. So long and as until EPA remains ineffective, all our development will always orient around brick and mortar concepts. If there is any organization that can guide development to be sustainable and environment friendly, that is the EPA but the EPA first must enhance and build upon its capacity to be practically able in meeting ends.

### 4.2. Purpose

4.2.1. The purpose of this Policy is to provide for methods, processes, strategies and channels of appointment, regulation of appointment and dispensation of such appointment in the Environmental Protection Agency of such people deemed necessary to conduct and complement the tasks assigned to the EPA vide its legal biblical document that is BEPA 2012.

## 5. BASELINE

5.1. The regular mode of recruitment has resulted in zero buoyancy and no material output. Once appointed, the officers become immutably untouchables and resultantly of no good value. Due to low motivation and lack of any career progression based on performance, there is naturally no reason for any officer to work hard, strive or go beyond his means to earn himself the competitive merit. This pushes the individual officer in the state of dormancy and resultantly the institution bears the brunt of it.

5.2. The mode of regular appointment has proven to be a failed attempt in getting the new talent and spirited people with ever changing challenges and demands. EPA does not have any institutional presence in 14 districts of the province and even in districts where it has presence, its effectiveness is compromised due to absence of learned professionals and environmentalists in the concerned areas of expertise required.



## **6. GENERAL TERMS AND CONDITIONS**

### **6.1. Categories of Titles**

Appointments shall be made in following categories on such qualifications and such terms and conditions as specified in the Schedules to this Policy. The broad Categories shall be as follows:

#### **a. Experts**

- i. PhD Degree in distinct fields as required by the Agency
- ii. Professional work experience in public or private sector of 10 years in the concerned sector for which Agency requires services or in area in closest adjacency to the required area of expertise

#### **b. Specialists**

- i. M.Phil or MS in areas for which the Agency has requested for services
- ii. Minimum of 5 years of work experience in the area of expertise concerned or in closest corresponding areas

#### **c. Associates**

- i. Environmental Sciences Graduates with an accumulative 16 years of education with terminal degree as such

#### **d. Managerial HR**

- i. The Managerial HR shall have such qualifications as specified in the Schedule

#### **e. Support HR**

- i. As reflected against each category of required HR as per the Public Sector qualifications and experience in vogue

### **6.2. Terms and Conditions**

- a. All the appointments made under this Policy will be contractual and on temporary basis
- b. All the positions will be advertised in leading dailies
- c. The Selection Committee will conduct tests and interviews for the positions in fair and transparent manner
- d. The appointment can be terminated anytime by the Director General EPA without assigning any Notice or on established ground of ineffectiveness and inefficiency
- e. The appointment will be for a period of fixed tenure as mentioned in the contract signed between the contractee and the Agency
- f. The contracts can be extended based on performance evaluation by the Selection Committee
- g. The appointments shall be made on non gender discrimination basis
- h. The Age criteria shall vary of the positions so required in the EPA
- i. The applications for all categories except for that of Experts shall be available for application only to the people holding the local/domicile of Balochistan Province
- j. The positions of Experts will be open for Nationwide applicants



## **7. BUDGET**

- 7.1. The EPA through Environment Department will submit annual demand of such HR as required under the Policy in EPA to the Finance Department
- 7.2. The Finance Department shall fix such allocation as reflected or demanded by the Agency
- 7.3. The demand will be submitted every year to the Finance Department and no deemed approval on the previous year demand will be entertained

## **8. POLICY DELIVERABLES**

- 8.1. The provisions of the Balochistan Environmental Protection Act will be complemented
- 8.2. Enforcement of environmental laws and regulations will be ensured
- 8.3. Institutional raising of the environment and transpiring the effects of environmental policies in across other sectors of significance will be realized
- 8.4. Pooling of environmental experts and their contribution towards environmental consolidation of the province will be established
- 8.5. Management of environmental and climate change issues on scientific basis with professional outputs.

## **9. POLICY REVIEW**

- 9.1. EPA will submit annual report to the Balochistan Environmental Protection Council on the effectiveness of the policy, changes required in the policy and the contributions of the HR hired on the basis of the Policy through qualitative and quantitative assessments.



## Schedule I (Human Resource List)

| Job Title  |
|--|
| Expert   |
| Environmental Management (this position will be responsible for environmental planning, assessments, EIA, SEA), develop and design new initiatives, REDD++, implementation of SDG and align initiatives with Govt's commitments under Paris Accord |
| • Marine Specialist  |
| ○ Marine Associate   |
| • Industry Specialist  |
| ○ Industry Associate   |
| • Minerals Specialist  |
| ○ Minerals Associate   |
| • Construction Specialist (must have 5 years work experience on green initiatives)   |
| ○ Construction Associate   |
| • GIS Specialist   |
| ○ GIS Associate  |
| • Financial Expert   |
| ○ Financial Associate  |
| • Chemical Specialist  |
| ○ Chemical Associate   |
| • Biological Specialist  |
| ○ Biological Associate   |
| • Botanical Specialist   |
| ○ Botanical Associate  |
| • Agriculture Specialist   |
| ○ Agriculture Associate  |
| • EQS Specialist Air and Noise   |
| ○ EQS Associate Air and Noise  |
| • EQS Specialist Water and Soil  |
| ○ EQS Associate Water and Soil   |
| • Social Mobilization Expert   |
| ○ Social Mobilization Associate  |
| • Media Expert   |
| ○ Media Associate  |
| • Managerial HR  |
| ○ Environmental Inspector  |
| ○ Deputy Environmental Inspector   |
| ○ Assistant Environmental Inspector  |
| ○ Statistician   |
| ○ Reporting Manager  |
| ○ Manager donor reporting and liaison  |
| • Class IV   |

### Fixed salary all inclusive

- |                  |                        |
|------------------|------------------------|
| 1. Experts       | Rs: 200,000 to 700,000 |
| 2. Specialists   | Rs: 80,000 to 200,000  |
| 3. Associates    | Rs: 50,000 to 100,000  |
| 4. Managerial HR | Rs: 20,000 to 80,000   |
| 5. Support Staff | varies                 |



## **Schedule II** **(Qualifications and experience of Human Resource)**

**a. Experts**

- i. Ph.D Degree in distinct fields as required by the Agency
- ii. Professional work experience in public or private sector of 10 years in the concerned sector for which Agency requires services or in area in closest adjacency to the required area of expertise

**b. Specialists**

- i. M.Phil or MS in areas for which the Agency has requested for services or
- ii. 16 years of education with 5 years of work experience in the area of expertise concerned or in closest corresponding areas

**c. Associates**

- i. 16 years of education with terminal degree as such in the concerned area of expertise

**d. Support HR**

- i. As reflected against each category of required HR as per the Public Sector qualifications and experience in vogue



### Schedule III Selection Committee

#### A. Selection Committee for Experts

- |  |                  |
|--|------------------|
| 1. ACS Dev, Planning & Dev Department GoB  | Chairman         |
| 2. Secretary Environment Department  | Member           |
| 3. Secretary Finance Department  | Member           |
| 4. Director General EPA  | Member/Secretary |
| 5. One member each from UOB, BUIITEMS, SBKWU and LUWMAS Uthal from concerned department as specified by Secretary Environment Department | Member           |
| 6. One member from the Council nominated by Chairman Environmental Protection Council  | Member           |

#### B. Selection Committee for Specialists, Associates Managerial HR and Other Support Human Resource

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|--|------------------|
| 1. Secretary Environment Department  | Chairman         |
| 2. Secretary Finance Department  | Member           |
| 3. Director General EPA  | Member           |
| 4. One member each from UOB, BUIITEMS, SBKWU and LUWMAS Uthal from concerned department as specified by Secretary Environment Department | Member           |
| 5. One Member from the EPC nominated by Chairman EPC   |                  |
| 6. Deputy Secretary Environment Department   | Member/Secretary |