GOVERNMENT OF PAKISTAN
NATIONAL DATABASE & REGISTRATION AUTHORITY
(Headquarters, G-5/2 Islamabad)

We Are Hiring

NADRA is seeking highly skilled and experienced professionals for following positions:-

Position, Age & Salary Range (Minimum-Maximum)	Educational Background	Professional Experience, Skills & Competencies
Director – Security Operation Center (SOC) **(Positions: 1)** (450,000 – 855,000) **Age Max: 55 years**	Bachelors in Information/Cyber Security, Information Technology, Computer Science or equivalent. (4 years) or equivalent from HEC Recognized University. (Master's degree in related field will be preferred)	• Minimum 10-12 years of post-qualification experience in reputable organization. • Strong background in cybersecurity, including experience with Security Orchestration, Automation, and Response (SOAR), Cyber Threat Intelligence (CTI), digital forensic lab management, and Security Information and Event Management (SIEM) system. • Director of SOC will be responsible for overseeing the implementation, management, and continuous improvement of these critical security functions.
Deputy Director-Vulnerability Assessment and Penetration Testing (VAPT) **(Positions: 1)** (263,200 – 500,000) **Age Max: 44 years**	Bachelors in Information/Cyber Security, Information Technology, Computer Science or equivalent. (4 years) or equivalent from HEC Recognized University. (Master's degree in related field will be preferred)	• Minimum 08-10 years of technical hands-on experience in information security, vulnerability assessments, penetration testing and offensive security. • Expertise to design, implement, manage and continuously improve the Vulnerability Management process lifecycle across multiple technical disciplines and oversee the VAPT program. • Strong understanding and working knowledge of industry cybersecurity/ regulatory requirements and vulnerability management standard such as OWASP, SANS, OSSTMM, ISO 27001, NIST 800-53, and PCI-DSS.
Deputy Director – Database Security **(Positions: 1)** (263,200 – 500,000) **Age Max: 44 years**	Bachelors in Information/Cyber Security, Information Technology, Computer Science or equivalent. (4 years) or equivalent from HEC Recognized University. (Master's degree in related field will be preferred)	• Minimum 08-10 years of technical hands-on experience pertaining to Database Security and Database Analytics • Develop plan and assess database security requirements for each application and apply monitoring and protection solutions. • Installation, configuration and setup Guardium appliances for database activity monitoring and protection. • Work on planning, design, implementation of Database Auditing and Monitoring, Guardium Appliance Sizing and Architecture, User Management, Policy, Alert and Report Definition and Management, Guardium Life Cycle Management.
Assistant Director - Security Operation Centre Level-1 Analyst **(Positions: 4)** (153,900– 292,410) **Age Max : 37 years**	Bachelors in Information/Cyber Security, Information Technology, Computer Science or equivalent. (4 years) or equivalent from HEC Recognized University. (Master's degree in related field will be preferred)	• Minimum 1 year of post-qualification experience in reputable organization, international standard qualification is highly desirable. • At least one year of experience in SOC operation/ Analysis is preferred. • Hands on experience of any SIEM. • To detect Incidents by monitoring the SIEM console, Rules, Reports and Dashboards.
Assistant Director – EDR Integration & development Specialist **(Positions: 2)** (153,900– 292,410) **Age Max : 37 years**	Bachelors in Information/Cyber Security, Information Technology, Computer Science or equivalent. (4 years) or equivalent from HEC Recognized University. (Master's degree in related field will be preferred)	• Minimum of 2-3 years of experience in cybersecurity, with a focus on EDR and SIEM integration. • Proficiency with leading EDR tools (e.g., CrowdStrike, Kaspersky, Trend Mirco) and SIEM platforms (e.g., Elastic, Splunk, QRadar, ArcSight). • Strong understanding of cybersecurity principles, threat detection, & incident response.

Assistant Director - Vulnerability Assessment & Penetration Tester **(Positions: 3)** (153,900– 292,410) **Age Max : 37 years**	Bachelors in Information/Cyber Security, Information Technology, Computer Science or equivalent. (4 years) or equivalent from HEC Recognized University. (Master's degree in related field will be preferred)	• Minimum 3 - 5 years of relevant experience and good understanding of security tools and technologies for performing Penetration Testing. • Have Knowledge of different coding languages. • Experience in testing business critical environments. • Sound knowledge of OWASP top ten vulnerabilities/ SANS Top 25 • Knowledge of Network Devices, Firewall, Active Directory, Exchange Servers, VMware Infrastructure etc. • Proficiency in scripting, Unix operating systems and windows.
Assistant Director – Database Security **(Positions: 1)** (153,900– 292,410) **Age Max : 37 years**	Bachelors in Information/Cyber Security, Information Technology, Computer Science or equivalent. (4 years) or equivalent from HEC Recognized University. (Master's degree in related field will be preferred)	• Minimum 3 - 5 years of technical hands-on experience pertaining to Database Security and Database Analytics • Installation, configuration and setup Guardium appliances for database activity monitoring and protection. • Installation of Guardium agents on database servers with necessary configurations for collection of logs. • Monitor and evaluate database incidents through IBM Guardium data monitoring and protection tool.
Assistant Director - Governance, Risk Assessment & Compliance **(Positions: 3)** (153,900– 292,410) **Age Max : 37 years**	Bachelors in Information/Cyber Security, Information Technology, Computer Science or equivalent. (4 years) or equivalent from HEC Recognized University. (Master's degree in related field will be preferred)	• Minimum 3 - 5 years post-graduation experience in related field of governance, risk management, and compliance roles. • Solid understanding of different security frameworks, such as ISO 27001, NIST and CIS Controls • Proficiency in risk assessment methodologies, risk identification, risk analysis, and risk mitigation strategies. • Proficiency in IS Policy formulation, writing of Sop's and instructions.

Job Location: **Islamabad**

Terms & Conditions

1. Selected candidate will be hired initially for contract period of 5 years (extendable if required).
2. Management reserves the right to accept/reject any application without assigning any reason.
3. Only shortlisted candidates will be called for test and interview.
4. Candidate shall be disqualified if false information is provided.
5. 5 years' relaxation in age is already included in above age limit.
6. Selected candidate shall provide Medical Fitness and Character Certificates.
7. Employees serving in Government/Semi-Government departments must provide/attach No Objection Certificate (NOC) at the time of submission of application.
8. No TA/DA will be admissible.
9. Attested degrees from Higher Education Commission (HEC) must be provided at the time of interview. In case of foreign degree, equivalency from HEC will also be submitted.
10. Females, Minority, Transgenders and Differently-abled candidates are encouraged to apply.
11. Electronic gadgets, mobile phones, smart watches etc. will not be allowed during test and interview.
12. The deadline for submission of application is **22nd September, 2024** and only online applications will be accepted.
13. For details of the job experience, skills, competency and to submit application, please visit: **https://careers.nadra.gov.pk**

HR Directorate
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