

To,

Advocate Daniyal Muzafar
Trustee/Legal Advisor
Transparency International Pakistan
Plot No:72-F/2 1st Floor 9th Street
Jami Commercial Phase-VII, Defence Housing Authority
Karachi.

SUBJECT: GRIEVANCE REGARDING DELAYED FINAL INTERVIEWS FOR SINDH EDUCATION FOUNDATION (SEF) VACANCIES.

Dear Sir,

I hope this letter finds you well. I am writing to bring to your attention a matter of concern regarding the recruitment process conducted by the Sindh Education Foundation (SEF) for various vacant positions advertised in May 2024 (Advertisement enclosed).

As per the advertisement, the SEF had announced several vacancies and the recruitment process began with the Sukkur IBA conducting written tests for the applicants in June 2024. Subsequently, the shortlisted candidates underwent interviews conducted by the Sukkur IBA Testing Services (SIBA) (Press release enclosed).

According to the advertisement, the final round of interviews was to be conducted by SEF for those candidates who had successfully passed the SIBA interviews. However, it has now been over four months since the SIBA interviews were conducted, and no further communication has been made regarding the final interviews by SEF.

This delay has created considerable unrest and anxiety among the candidates who are eagerly awaiting the final step in the recruitment process. Many candidates are left uncertain about their future, and the lack of communication has further fueled concerns regarding the transparency and fairness of the entire recruitment process.

Given your organization's esteemed position in advocating for transparency and accountability, I myself and on behalf of the other candidates kindly request that Transparency International may intervene and look into this matter to ensure that a fair and transparent recruitment process is maintained. The undue delay is not only causing frustration but also raising questions about the integrity of the recruitment process itself.

I am confident that with your support, this matter can be addressed in a timely and transparent manner, benefiting the candidates and maintaining the credibility of the recruitment process conducted by the Sindh Education Foundation.

Thank you for your attention to this matter. I look forward to your prompt response and intervention.

Yours sincerely,


ALI AFZAL
Aspirant
Recruitment Process

WE ARE HIRING!



Sindh Education Foundation Government of Sindh

APPLY NOW

Sindh Education Foundation (SEF), public sector organization working for the development and promotion of education in Sindh province intends to hire suitable, competent, dynamic and willing professionals holding domicile and PRC of Sindh province against following positions. The hiring process and the final selection of the candidates will be carried out through the SIBA Testing Service (STS).

Sl. No.	Position (Number and Location)	Age	Pay Group	Qualification & Experience
1)	Deputy Managing Director Karachi, Head Office (1 position)	45 - 52 Years	PG-24 (102470-5690-196130) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree or equivalent preferably in Social Sciences/ Education/ Economics/ MBA/MPA from HEC recognized university/ Institute in 2nd division. Any foreign degree in the field of Management will be an added advantage. Must have atleast (20) years experience of working as Head of the Department/ Organisation in public or private sector. Must have atleast (10) years demonstrative experience of financial/ planning/ development management as Head of the Department/ Organisation with minimum (10) years experience of dealing with social sector/ education related organization or projects.
2)	Deputy Director (Human Resource) Karachi, Head Office (1 position)	30 - 40 Years	PG-12 (56880-4250-142080) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree or equivalent in Human Resource Management from HEC recognized university/ Institute in 2nd division or equivalent, with (05) years experience of Human Resource in a managerial role, including three (03) years in social/public sector will be given preference.
3)	Deputy Director (Programs & Planning) Karachi, Head Office (2 positions)	30 - 40 Years	PG-12 (56880-4250-142080) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree or equivalent preferably in Public Administration/ Education/ Project Management from HEC recognized university/ Institute in 2nd division or equivalent, with (05) years experience of Education, Development, Project Management & Planning, including three (03) years in social/public sector will be given preference.
4)	Deputy Director (Advocacy & Communication Unit) Karachi, Head Office (1 position)	30 - 45 Years	PG-12 (56880-4250-142080) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree in Mass Communication or equivalent from HEC recognized university/ Institute in 2nd division or equivalent, with (05) years experience in managing advocacy and communication function, including three (03) years in social/public sector will be given preference.
5)	Assistant Director, Programs & Planning (3 Positions) Lahore (1), Shikarpur (1), Sukkur (1)	25 - 35 Years	PG-11 (45070-3420-113470) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree or equivalent preferably in Social, Public Administration/ Education/ Project Management from HEC recognized university/ Institute in 2nd division or equivalent, with (05) years experience of Education, Development, Project Management and Planning, including three (03) years in social/public sector will be given preference.
6)	Assistant Director (Advocacy and Communication) Karachi, Head Office (1 position)	25 - 35 Years	PG-11 (45070-3420-113470) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree in Mass Communication or equivalent from HEC recognized university/ Institute in 2nd division or equivalent, with five (05) years job experience in advocacy and communication function, including three (03) years experience in social/public sector organization will be given preference.
7)	Assistant Director (Information Technology) Karachi, Head Office (1 position)	25 - 35 Years	PG-11 (45070-3420-113470) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree in Computer Science/Information Technology or related field from HEC recognized university/ Institute in 2nd division or equivalent, with five (05) years job experience in IT Management, including three (03) years experience of MIS in social/public sector organization will be given preference.
8)	Senior Officer (Finance Audit & Accounts) Karachi, Head Office (1 position)	22 - 32 Years	PG-10 (28070-2260-95870) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree in Finance/ Accounting from HEC recognized university/ Institute in 2nd division or equivalent, with atleast Two (02) year experience of serving in Finance Department. Experience working in social/public sector will be given preference.
9)	Officer (Information Technology) Karachi, Head Office (1 position)	22 - 30 Years	PG-9 (22920-1980-83320) Plus SEF Allowance 22,000/-	The candidate must possess degree in Computer Science/ Information Technology from HEC recognized university/ Institute in 2nd division or equivalent, with atleast One (01) year experience of serving in IT Department. Experience of MIS in social/public sector will be given preference.
10)	Officer (Admin) Karachi, Head Office (1 position)	22 - 30 Years	PG-9 (22920-1980-83320) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree in Business/ Public Administration from HEC recognized university/ Institute in 2nd division or equivalent, with atleast One (01) year experience of serving in Admin/Finance/HR Department. Experience working in social/public sector will be given preference.
11)	Officer (Advocacy and Communication Unit) Karachi, Head Office (1 position)	22 - 30 Years	PG-9 (22920-1980-83320) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree in Mass Communication from HEC recognized university/ Institute in 2nd division or equivalent, with atleast One (01) year job experience in any public or private organization in communication management. Good report writing skills are mandatory for this position.
12)	Officer (Programs & Planning) (8 Positions) Karachi (3) Shikarpur (1) Sanghar (1) Umerkot (1) Ghotki (1) Dadu (1) Mushkaram Feroze (1)	22 - 30 Years	PG-9 (22920-1980-83320) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree in Business/ Public Administration/ Education/ Project Management or Social Sciences from HEC recognized university/ Institute in 2nd division or equivalent, with atleast One (01) year job experience in education or development management or planning in social/public sector.
13)	Officer (Human Resource) Karachi, Head Office (1 position)	22 - 30 Years	PG-9 (22920-1980-83320) Plus SEF Allowance 22,000/-	The candidate must possess Masters degree in Human Resource from HEC recognized university/ Institute in 2nd division or equivalent, with atleast One (01) year job experience related to the subject post. Experience working in social/public sector will be given preference.
14)	Junior Officer (Programs & Planning) (16 Positions) Karachi (4) Meharban (2) Shikarpur (2) Umerkot (2) Dadu (2) Shahred Bainsrab (1) Jamshar Sherdathot (1) Thatta (2) Mushkaram Feroze (1)	22 - 30 Years	PG-8 (22530-1740-74730) Plus SEF Allowance 22,000/-	The candidate must possess Bachelors degree in 2nd division or equivalent in Business/Public Administration/ Education/ Project Management or Social Sciences. Experience in social/public sector will be given preference.
15)	Junior Officer (Training Unit) (13 Positions) Shikarpur (1) Ghotki (1) Dadu (2) Shahred Bainsrab (2) Umerkot (1) Thatta (1) Madin (2) Madin (2)	22 - 30 Years	PG-8 (22530-1740-74730) Plus SEF Allowance 22,000/-	The candidate must possess Bachelors degree in 2nd division or equivalent. Candidates having experience of teaching and training in social/public sector will be given preference.
16)	Junior Officer (Finance, Audit & Accounts) (3 Positions) Karachi (2) Ghotki (1) Jamshar Sherdathot (1) Mushkaram Feroze (1)	22 - 30 Years	PG-8 (22530-1740-74730) Plus SEF Allowance 22,000/-	The candidate must possess Bachelors degree in 2nd division or equivalent with major in Finance/ Accounting. Candidates having experience of working/ dealing with Accounts, Tax and Audit in social/public sector will be given preference.
17)	Junior Officer (Human Resource) Karachi, Head Office (2 positions)	22 - 30 Years	PG-8 (22530-1740-74730) Plus SEF Allowance 22,000/-	The candidate must possess Bachelors degree in HR with 2nd division or equivalent from HEC recognized university/Institute. Experience working in Human Resource Department in social/public sector will be given preference.
18)	Junior Officer (Admin) (3 Positions) Karachi (3)	22 - 30 Years	PG-8 (22530-1740-74730) Plus SEF Allowance 22,000/-	The candidate must possess Bachelors degree from HEC recognized university/Institute. Experience in social/public sector will be given preference.
19)	Junior Officer (IT) (3 Positions) Karachi (1) Larkana (1)	22 - 30 Years	PG-8 (22530-1740-74730) Plus SEF Allowance 22,000/-	The candidate must possess Bachelors degree in 2nd division or equivalent in Computer Science / Information Technology from HEC recognized university/Institute. Fresh candidates with I.T skills will be preferred. Candidate must be willing to serve in remote districts of the Sindh.

Note for Applicants:

- For all positions (except positions based at Head Office, Karachi); the potential candidates holding Domicile and Permanent Residence Certificate (PRC) of some district for which positions are being advertised shall be given preference. However, in case of unavailability of suitable candidates from the same district, the candidates holding domicile of neighboring districts will be given preference.
- Candidates applying for the positions at the Head Office of the organization in Karachi shall be holding domicile and PRC of the Sindh Province.
- All appointment against the vacant positions, shall be on a probationary period of (02) years.
- One candidate can apply for only one position at a time.
- In case no candidate is selected for an offered position, the selection committee may offer such position to eligible candidate from the waiting list if merit is.
- Shortlisted candidates will be required to produce original HEC verified degrees at the time of the interview.
- Employees of Government/Autonomous/Born-Autonomous organizations shall apply through the proper channel. Their salary, allowances and perks would be provided in accordance with the last pay certificate (LPC) issued by their respective authority.
- Quota for minorities, women and differently-abled candidates shall be applicable as per the policy of the Government of Sindh.
- Only shortlisted candidates will be called for a written test by the testing agency.
- Those candidates who will qualify the written test will be called for the interview by the testing agency.
- Candidates recommended by the testing agency will be called for final interview by the selection committee.
- The recruitment process is strictly merit-based; any attempt to influence the process shall result in immediate disqualification of the candidate.
- Any other perk and benefit and allowance shall be provided to the selected candidates as per SEF's policy.
- No TADA shall be admissible to the candidates for test and/or interview.
- Age relaxation will be given in accordance with relaxation rules of Government of Sindh.
- Organization reserves the right to increase or decrease the number of vacancies or cancel any vacancy at any stage without mentioning the reason.

How to Apply:

- The candidates meeting the eligibility criteria may apply online at <https://apply.sts.asia.pk>
- After submission of the online application candidates may download a system-generated call slip of Rs. 1500/- (Rupees fifteen hundred only) and deposit it in any branch of ABL/ABC Bank Ltd. Please note the paid call slip is non-refundable.
- Candidates are required to upload CNIC, Domicile, PRC Form-D, one recent photograph, transcript, or degree certificate when applying online.
- In case of any queries and issues; candidates may reach 071-4444300 or via email: sts@sef.edu.pk
- The date, time, and venue of all tests shall be intimated through call letters, SMS, and the website of SIBA Testing Services (STS). Further, all updates and notifications about the test dates, admit slips, result arrangements or any other information shall be uploaded on the STS web portal as well. In the regard, candidates must visit the website from time to time.
- Last date for receiving online applications is May 18, 2024. Applications sent through courier / fax / e-mail or sent in person will not be considered.

May 10, 2024 Last Date
for receiving
online applications.

apply online at
sts@sef.edu.pk

For Queries:
The STS at 071-4444300

DISCLAIMER

SEF provides equal opportunities without discrimination on basis of gender, race, religion and all applicants are considered on merit.

[PRESS RELEASE]

**MERIT-WISE CUMULATIVE RESULT ANNOUNCEMENT (40% WRITTEN TEST SCORE
AND 60% FIRST INTERVIEW SCORE)**

FOR VARIOUS POSITIONS AT SINDH EDUCATION FOUNDATION (SEF)

It is hereby announced that the SIBA Testing Services (STS) conducted the written tests of various positions on July 21, 2024, across the test centres, i.e., Karachi, Hyderabad and Sukkur. In this view, ten **Top-Merit candidates for one position and five Top-Merit candidates for more than one position** were called for the first interview per the SEF directives. The first interviews took place in Karachi and Sukkur from September 21 to October 4, 2024.

We are pleased to announce that as per the SEF directives, the merit-wise cumulative results, considering 40% of the written test score and 60% of the first interview score towards finalizing the result for the 15 positions, are now available at <https://www.iba-suk.edu.pk/sts/announcements>

It should be noted that there were only four candidates for two positions: **Assistant Director Advocacy & Communication Unit** and **Officer Advocacy & Communication Unit**, respectively, so the written test was not conducted. Instead, only the first interview was held for both positions.

As per the MoU, the responsibility for calling candidates for the second interview lies with the SEF. Meanwhile, the STS has fulfilled all its assigned project responsibilities and has completed all project deliverables successfully.



SIBA Testing Services