



<https://jobs.baaghiti.com/job/lahore-electric-supply-company-limited-lesco-jobs-2/>

## Lahore Electric Supply Company Limited | WAPDA LESCO Jobs | Human Resource | Recruitment | Organizational Development | HRIS

### Description

**Lahore Electric Supply Company Limited (LESCO)** invites applications from Pakistani Nationals for the following positions.

### Vacant Positions

1. Manager (Organizational Development)
2. Deputy Manager (CM & Organizational Development)
3. Deputy Manager (Compensation & Benefit)
4. Deputy Manager (Confidential & Dispute Resolution)
5. Assistant Manager (Recruitment & Selection)
6. Assistant Manage HRIS)

[Agriculture Department Punjab Jobs](#)

[Archaeology & Tourism Department Punjab \(Asar-E Qadima\) Jobs](#)

### Qualifications

The aforesaid Job announcement is published in **Nawaiwaqt Newspaper**. Last date to submit the applications is **November 8, 2021**. For more details about the vacancies, Please see below Job Advertisement for job descriptions, job requirements (e.g. experience, qualification, and age limit), and other perks and privileges' offered by the department.

[Lahore Waste Management Company \(LWMC\) Jobs](#)

[Planning & Development Board, Punjab Reform Management Program Jobs](#)

### Contacts

### Hiring organization

Lahore Electric Supply Company Limited (LESCO)

### Employment Type

Full-time

### Industry

WAPDA

### Job Location

LESCO, 54000, Lahore, Punjab, Pakistan

### Date posted

October 26, 2021

### Valid through

14.11.2021

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# JOB OPPORTUNITIES IN LESCO

The Lahore Electric Supply Company Limited (LESCO), incorporated under the Companies Ordinance 1984, is registered with the Securities and Exchange Commission of Pakistan (SECP). LESCO is licensed to distribute and supply electricity to its consumers, currently more than 5.5 million, within defined geographical areas of Lahore, Kasur, Sheikhupura, Okara and Nankana Districts. The Company is seeking the services of dynamic qualified professionals with relevant experience for following positions purely on performance based extendable contracts not to be regularized in future;

Name of Post	Post	Age	Qualification & Experience
Manager (Organizational Development)	1	Up to 50	<ul style="list-style-type: none"> <li>BBA (Hons.) / MBA / MPA / MBIT / MHRM / Master Degree in Management Sciences / Organizational Management / Development from reputable HEC recognized universities, M.Phil. in Management Sciences / HR / Public policy/ OD Certification / membership of the CIPD will be an added advantage.</li> <li>Minimum 10-Years' experience with at least five years' organizational development, performance management, or professional development experience (Preference will be given to the person who have worked on development of systems &amp; Procedures). Power Sector Experience will be an added advantage.</li> </ul>
Deputy Manager (CM & Organizational Development)	1	Up to 45	<ul style="list-style-type: none"> <li>BBA (Hons.) / MBA / MPA / MBIT / MHRM / Master Degree in Management Sciences / Organizational Management / Development from reputable HEC recognized universities. OD Certification / membership of the CIPD will be an added advantage.</li> <li>Minimum 5-Years' experience with at least three years' organizational development experience (Preference will be given to the person who have worked on development of systems &amp; Procedures). Power Sector Experience will be an added advantage.</li> <li>Should possess understanding to analyze complex administrative and technical issues and make appropriate recommendations for action.</li> </ul>
Deputy Manager (Compensation & Benefit)	1	Up to 45	<ul style="list-style-type: none"> <li>BBA (Hons.) / MBA / MPA / MBIT / MHRM / Master Degree in Management Sciences from reputable HEC recognized universities. CEBS or SHRM certification will be an added advantage.</li> <li>Minimum 5-Years' experience with atleast three years' Performance Management and C&amp;B, managing benefits and compensation in a Human Resources Information System (HRIS) (Preference will be given to the person who have worked on development of systems &amp; Procedures) . Power Sector Experience will be an added advantage.</li> <li>Should possess Extensive knowledge of benefits and compensation programs, policies, procedures, and applicable legislation.</li> </ul>
Deputy Manager (Confidential & Dispute Resolution)	1	Up to 45	<ul style="list-style-type: none"> <li>BBA (Hons.) / MBA / MPA / MBIT / MHRM / Master Degree in Management Sciences from reputable HEC recognized universities. Certified Risk and Compliance Management Professional (CRCMP) / L.L.B will be an added advantage.</li> <li>Minimum 5-Years' experience with atleast three years' experience in Complaints management and Dispute Resolution (Preference will be given to the person who have worked on development of systems &amp; Procedures). Power Sector experience would be an added advantage.</li> <li>Should possess Knowledge of laws, legal codes, procedures, and other relevant regulatory standards.</li> </ul>
Assistant Manager (Recruitment & Selection)	1	Up to 35	<ul style="list-style-type: none"> <li>BBA (Hons.) / MBA / MPA / MBIT / MHRM / Master Degree in Management Sciences from reputable HEC recognized universities. Professional Recruiter Certification will be an added advantage.</li> <li>Minimum 2-Years' experience as Recruitment Specialist.</li> <li>Knowledge of sourcing techniques on social media and niche professional websites like LinkedIn, Facebook, would be an added advantage.</li> </ul>
Assistant Manager (HRIS)	1	Up to 35	<ul style="list-style-type: none"> <li>BBA (Hons.) / MBA / MPA / MBIT / MHRM / Master Degree in Management Sciences, BCS (Hons.), MCS from reputable HEC recognized universities. HRIP certification will be an added advantage.</li> <li>Minimum 2-Years' experience – preference in experience as an HRIS analyst in a utility industry with exceptional ability to gather and interpret data, as well as improve HRIS processes.</li> <li>Should possess Understanding of data protection regulations like GDPR and ability to troubleshoot technical issues as well as develop and implement strategies to address problem areas with human resource technology.</li> </ul>

**REMUNERATION** The positions are offered market based lump sum package.

**TENURE** Initial contract shall be for a period of 3 years effective from the date of joining (with 3 months' probation period) extendable as per Rules on the basis of satisfactory performance.

### INSTRUCTIONS & GENERAL CONDITIONS

- Only short listed candidates will be called for test / interview and No TA / DA will be admissible to candidates for test / interview.
- LESCO is an equal opportunity employer.
- Educational Degrees / Certificates must be from HEC recognized Universities / Concerned Boards.
- Original documents must be presented by the candidates at the time of interview.
- Serving employees should apply through proper channel. Advance copy of the application, however, may be forwarded without obtaining NOC. The candidate will not be allowed to appear in the interview, if he fails to produce NOC from concerned department.
- The applications submitted by the candidates will be at risk and cost of the applicant. Any information found bogus at any stage, during induction or later in service, will result in termination of candidature or employment thereof.
- LESCO reserves the right to withhold / cancel the recruitment process at any stage without assigning any reason. The number of posts can be increased or decreased by the competent authority.
- LESCO reserves the right to withhold the whole recruitment process at any stage without assigning any reason.
- Last date for submission of application is **08.11.2021**.
- Above positions are purely contractual in nature, non-pensionable, no long term benefit and shall not be converted into permanent position / regularized at any stage.**

### HOW TO APPLY

Application forms are available on LESCO website. Applications should be submitted through internet on LESCO website [www.lesco.gov.pk](http://www.lesco.gov.pk) as well as through post on following address along with detailed CV, attested copies of testimonials, Experience certificates, three references and a recent photograph. PID(L)1149-C

**HUMAN RESOURCE DIRECTOR**  
Lahore Electric Supply Company (LESCO) 22-A Queens Road, Lahore. Ph # 042-99204811

**Conserve Electricity to Reduce Load Shedding** DMP#53(2021-22)

