



**Selection of HR Consulting / Head Hunting Firms for Hiring of Senior
Management / Leadership Positions**

SSGC / SC / EOI / 14243

Last Date of Submission of EOI is 31-03-2026 at 1100 Hrs.

Sui Southern Gas Company Limited (SSGC) is Pakistan's leading integrated Gas company listed on Pakistan stock exchange. The company is engaged in the business of Transmission, Distribution and Sale of Natural Gas, besides construction of high pressure transmission and low pressure distribution systems. It is operating in its franchise area comprising provinces of Sindh and Baluchistan. The Company has annual turnover of over US\$ 1 billion and in order to provide an un-interrupted gas supply to it's over 3.2 million Industrial, Commercial and Domestic customers, SSGC works round the clock in cities and remote areas of its franchise area.

Brief Description of Task:

SSGC intend to hire services of HR Consultancy firm / Head hunting Firm, for assistance in recruitment of multiple Senior Management / Leadership positions including C-Level Positions, the Firms having extensive experience, are invited to participate and submit their profiles.

Scope of Work: Recruitment of C-Level and Senior Management / Leadership positions.

The process shall include but not limited to designing and publishing of advertisements, processing of applications, screening and shortlisting of relevant profiles along with detailed ranked matrix for SSGC Management / BOD review and arranging / coordinating interviews of the potential candidates with the Management / Board Committees and the Board.

Proposals are invited from **HR Consultancy/ Head-Hunting firms** fully compliant with the laid down criteria. HR Consultancy/ Head-Hunting Firms will be responsible to submit their profiles on EPADS clearly mentioning the project title marked as

"SSGC- Hiring of Senior Management / Leadership Positions

1.1 EOI document will be downloaded by only those firms who are registered with PPRA for e-procurement on EPADS system (web link: <https://eprocure.gov.pk/#/auth/login>) till **March 30th, 2026**.

1.2 Only firms registered with PPRA for e-procurement on the EPADS system may submit the EOI Proposal, which should be duly filled, signed, and stamped, on EPADS only, no later than 11:00 AM on **March 31st, 2026** which will be opened on the same day at 11:30 AM at 2nd Floor Conference Room, Procurement Department, SSGC Head Office, Karachi. The name of firms will be announced in the presence of their representatives who wish to attend. SSGC reserves the right to reject one or all the proposals and annul the EOI process. Head-hunting Firms will be selected in accordance with the procedures set out in the shortlisting Criteria.

Shortlisting Mandatory Criteria

1. Experience of Recruitment on Senior Management Positions:

At least 20 successful placements of C-Level and Senior Management / Leadership positions in Public Sector Companies / SOE / Multinationals in last three (03) years.

2. Registration with all applicable tax authorities including NTN, GST, SST, etc

3. Declaration of non-involvement in litigation / arbitration (certificate to this effect on Rs. 100 non-judicial stamp paper to be provided).

● Supporting documents are required to be enclosed with proposal as evidence for shortlisting.

Interested firms are advised to register on PPRA EPADS System for the submission of EOI (web link: <https://eprocure.gov.pk/#/supplier/registration>)

Only short-listed headhunting firms will be allowed to submit detailed RFP. The method of procurement will be **"Quality and Cost Based Selection"** by invoking clause # 3 (B)(i & ii) as per Procurement of Consultancy Services Regulation, 2010. In case of non-submission of supporting documents, firm will not be considered.

For further details, please visit SSGC website www.ssgc.com.pk The above information is also available on PPRA website www.ppra.org.pk. You may contact: Dy. Chief Manager - Tendering Ph# 92 - 21 - 99021279, Manager - Tendering 99021238 or Deputy Manager - Tendering Ph # 92 - 21 - 99013074 : email: mmte@ssgc.com.pk