



Ministry of Finance & Revenue  
(Finance Division)

## REQUEST FOR PROPOSALS



**URAAN  
PAKISTAN**

توشائیں ہے پرواز ہے کام تیرا

1. The Finance Division invites sealed Proposals from eligible Proposers to conduct a comprehensive, risk-adjusted compensation due diligence of CEOs and key management of JICs/DFIs, covering all monetary and non-monetary benefits, assessing alignment with developmental mandates and risk exposure, and designing a next-generation performance-linked compensation framework.
2. The procurement process will be conducted through competitive procurement method and is open to all eligible Proposers as defined in the Procurement Regulations.
3. Proposals will be evaluated in accordance with the evaluation process set out in the **Request for Proposals document**. The following weightings shall apply for Rated Criteria (including technical and non-price factors): 60% Technical and 40% Financial.
4. Interested eligible Proposers may obtain further information from Section Officer (HR-I) during 10:00 AM – 03:00 PM (Pakistan Standard Time - Business Days) latest by five (05) working days till the deadline for proposal submission date.
5. The Request for Proposals document in English may be downloaded from <https://mof.gov.pk/Tenders> and <https://ppra.gov.pk> without any fee(s)/ charge(s). If specifically required by any Proposer, the document in hard/ printed form can be provided on specific written request via email or printed over official letterhead duly signed and stamped by the authorized signatory of the Proposer.
6. Proposals must be delivered to the address below on or before 11:00 AM (Pakistan Standard Time) dated **16<sup>th</sup> April, 2026**. No bid shall be entertained if not applied through EPADS. Late Proposals will be rejected. The outer Proposal envelopes marked “ORIGINAL PROPOSAL”, and the inner envelopes marked “TECHNICAL PART” will be publicly opened in the presence of the Proposers’ designated representatives and anyone who chooses to attend, at the address below on the same day i.e. **16<sup>th</sup> April, 2026**, immediately after the Proposal submission deadline. All envelopes marked “FINANCIAL PART” shall remain unopened and will be held in the safe custody of the Purchaser until the second public Proposals opening.
7. The address(es) referred to above is:

Section Officer (HR-I), Room#332, Q-Block, Pak. Secretariat, Islamabad.  
Phone No. 051-9209149  
Email: so.hr1@finance.gov.pk