



GOVERNMENT OF PAKISTAN
CUSTOMS ACADEMY OF PAKISTAN
Old Custom House Building, Eduljee Dinshaw Road, Karachi.
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Qualified and Experienced Curriculum Design, Training & Development Consultant Required

The Customs Academy of Pakistan (CAP), Karachi invites applications from **qualified and experienced professionals** through the EPADS system for the position of **Independent Consultant** for a period of **one year (extendable annually)**.

The selected consultant will be responsible for the following:

1. **Reviewing, redesigning, and updating the existing curriculum** for officials of various formations of the **Pakistan Customs Service (PCS)**; realigning the curriculum with the current operational requirements of Pakistan Customs; and developing modern and interactive learning modules.
2. Developing assessment and evaluation processes for **non-STP trainees**.
3. Preparing case studies and instructors' guides for core and advanced subjects of the **Specialized Training Program (STP)**.
4. Serving as **Lead Instructor** for the STP program.
5. Conducting **Training of Trainers (ToT) for instructors** of the Pakistan Customs Academy (PCA).
6. Updating the training modules of the STP and other courses from time to time on a need basis.
7. Organizing **pilot STP sessions with officials/officers of relevant PCS formations** before the full roll-out of the next STP.
8. Identifying suitable trainers/professionals from within and outside the department.
9. Proposing training courses that cannot be accommodated at the Customs Academy of Pakistan and require private academic/management institutions or universities within or outside the country.
10. Performing any other task assigned by the management.

Eligibility Criteria

The consultant must possess a **Master's degree in Human Resource Management (HRM)** and have a **minimum of 20 years of professional experience** in the following areas:

- Curriculum Design
- Instructional Design
- Pedagogical Innovation
- Learning & Development (L&D)
- Capacity Building
- Human Resource Development
- Organizational Development
- Performance Improvement

- Strategic Planning
- Educational Program Management
- Development of case studies
- Provide guidance to the trainees for research and analysis

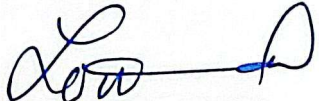
Experience of having **headed a Government or Semi-Government training institution** will be considered an **added advantage**.

The consultant will be required to **work full-time at CAP** and will report directly to the **Director General, CAP**, with support from the designated domain team.

Procurement Information

All bidding documents, terms and conditions, eligibility criteria, and detailed information are available on the website of the **Public Procurement Regulatory Authority (PPRA)**.

Interested bidders may download the documents directly.


(Muhammad Zohaib)
Deputy Director