

**Terms of Reference (TORs) for the Post of Chief Technical Officer (CTO) CPPA-G  
(Central Power Purchasing Agency - Guarantee)**

CPPA-G is a non-profit independent company established under the Company Ordinance 1984, responsible for electric power procurement, billing and settlement on behalf of Distribution Companies and facilitating the competitive electric market development initiative of Government of Pakistan.

**Position Title:** Chief Technical Officer (CTO)

**Reporting To:** Chief Executive Officer (CEO)

**Place of Posting:** CPPA-G Islamabad.

**Key Responsibilities:**

- **Technical & Commercial Expertise:** Strong understanding of power sector operations, including power generation, transmission, and distribution.
- **Contractual Knowledge:** Experience with contractual arrangements for power/energy sales and purchases.
- **Legal, Regulatory & Policy Compliance:** In-depth knowledge of industry legal, regulatory, and policy frameworks, ensuring compliance in daily operations.
- **Power Generation:** Expertise in technical and commercial aspects of conventional and non-conventional power generation, including testing and commissioning.
- **Transmission & Distribution:** Knowledge of technical and commercial operations in generation, transmission and distribution sectors.
- **Contracts Management & Negotiations:** Experience in managing contracts and negotiating terms with IPPs.
- **Cross-functional Mediation:** Ability to mediate and facilitate decision-making between technical, commercial, and financial teams.
- **Team Leadership:** Proven experience in managing medium to large teams effectively

**Technical Skills:**

- Knowledge of operation and maintenance of power plants such as desk control systems, safety of equipment, working of associated equipment, etc.
- Understanding of energy and other purchase agreements, contract management, project development, etc.
- Knowledge of system protection, design, planning, grid system operations, etc.
- Understanding of power policies and other power sector related laws and regulations as notified time to time by Government of Pakistan, NEPRA, Ministry of Energy, etc.

- Knowledge of role of NEPRA as regulator and close liaison with the same w.r.t. the issues pertaining to CPPA-G.
- Understanding market operation and dynamics of power sector of Pakistan and its future outlook.

**Management Skills:**

- Aligning Technical Initiatives with Company Goals & objectives.
- Decision making in complex environment.
- Cross-Department Collaboration & Team Building.
- Stakeholder Negotiation & Conflict Management.
- Management of relationships with relevant Ministries, Regulator, IPPs and other stakeholders.