

Advertisement for Consultants and Experts – National Forensic Agency (NFA)

Applications are invited from highly qualified, experienced, and motivated professionals for the following positions on contract basis for a period of one year (extendable based on performance and requirement) on monthly remuneration basis. These positions are critical to the development and operational excellence of the National Forensic Agency (NFA).

Positions and Qualifications

S#	NAME OF POSTS	NO. OF POSTS	QUALIFICATION AND EXPERIENCE REQUIRED	Salary Per Month (in Rs.)
1	Polygraph Expert (01)	01	<ul style="list-style-type: none">▪ Minimum a Bachelor degree with specialized international training in polygraph.▪ At least 10 years of experience in polygraph examinations and forensic investigations in Public Sector department at a position of BS-18/ equivalent or higher.▪ - Proven expertise in conducting polygraph tests for law enforcement agencies as an expert is a must.	300,000/-
2	OSINT Expert (01)	01	<ul style="list-style-type: none">▪ Minimum BS in Cyber security, Intelligence Studies, or related field.▪ At least 5 years of experience in Open Source Intelligence (OSINT) analysis.▪ Proficiency in tools like Maltego, Shodan, and other OSINT platforms.▪ -Experience in cybercrime investigations and intelligence gathering at a public or private department as OSINT Expert is a must.	300,000/-
3	Narcotics Expert (01)	01	<ul style="list-style-type: none">▪ Minimum MS/M.Phil. in Chemistry OR Pharm-D/ Pharmaceutical Sciences or relevant field.▪ At least 5 years of experience in narcotics analysis and drug identification as a notified expert in a designated lab of Federal or provincial government.▪ - Experience in working with law enforcement agencies on narcotics-related cases.	300,000/-

S#	NAME OF POSTS	NO. OF POSTS	QUALIFICATION AND EXPERIENCE REQUIRED	Salary Lump Sum (in Rs.)
1	Consultant DNA/Pathology/Serology (01)	01	<ul style="list-style-type: none"> Minimum M.S/M.Phil. or foreign Master's degree in Biotechnology, Molecular Biology, or related field. Over 05 years of experience in forensic DNA analysis, molecular biology, Bio-technology, Pathology, Histopathology/Medical Lab Technology and laboratory management, under strict Quality control at local or foreign lab. Service delivery to forensics labs will be preferred. International training and research background with publications in reputable journals is a plus. 	2.00/- Million
2	Consultant Fire and Accident Investigation (01)	01	<ul style="list-style-type: none"> Minimum M.S/M.Phil. in Basic Applied Sciences preferably in Fire Technology. At least 05 years of experience in fire and accident investigations at local or foreign lab. Expertise in analyzing fire dynamics, explosion patterns, and accident reconstructions. Service delivery to forensics labs will be preferred. Proven experience in forensic reporting and expert testimony in courts is a plus. 	2.00 Million
3	Consultant Metering (01)	01	<ul style="list-style-type: none"> Minimum M.S/M.Phil. in Physics, Engineering, or related field. At least 05 years of experience in forensic metering, calibration and standardization of scientific instruments. Expertise in ISO standards and quality assurance protocols for laboratories. Service delivery to forensics labs will be preferred. Experience in developing calibration procedures and ensuring compliance with international standards. 	2.00 Million

4	Consultant Law (01)	01	<ul style="list-style-type: none"> ▪ Minimum LLB/Foreign Degree equivalent to LLB or Barrister. ▪ At least 15 years of Legal experience, with 10 years' experience of legislative drafting in public sector organizations at Federal Level. ▪ Having drafted at least 20 principal and subordinate legislative instruments, translate policy into Act, Rules and regulations. ▪ Must have in-depth knowledge of Pakistan legal system with special emphasis on forensics sciences. ▪ Practical experience of trials of cases at high Court Level 	5.00 Million
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Roles and Responsibilities

Experts (Polygraph, OSINT, Narcotics)

- Quality Control Assessment
- Provide specialized expertise in their respective fields to support NFA operations.
- Conduct investigations, analyze evidence, and prepare forensic reports and appear as expert in Court of Law.
- Train NFA staff and develop standard operating procedures (SOPs) for their respective department.

Consultants (DNA/Pathology/Serology, Fire and Accident Investigation, Metering)

- Advise on laboratory setup, equipment procurement, and workflow optimization.
- Develop and implement quality assurance standards and SOPs.
- Assist in obtaining and maintaining accreditation for NFA laboratories (e.g., ISO 17025).
- Conduct audits, inspections, and assessments to ensure compliance with national and international forensic standards.
- These consultants will also be responsible to train the staff hired in all such labs.
- Calibration of machines/ equipment.

Consultants Law

- Draft Regulations, policies and SOPs for National Forensics Agency (NFA)
- Translate policy objectives into legally sound legislative instruments
- Provide legal counsel on forensic law and related issues to senior management
- Review contracts, agreements, and other legal documents for compliance
- Train staff on forensic laws and legislative processes
- Prepare legal opinions and review legal frameworks to ensure alignment with national laws.
- Guide senior management on interpreting complex legal matters.

General Terms and Conditions

1. Details ToRs and job description can be accessed from [https:// www.nfa.gov.pk/careers/](https://www.nfa.gov.pk/careers/)
2. Market based competitive salary package will be offered to selected candidates.
3. All the candidates must have excellent interpersonal and communication skills.
4. Incomplete applications and those received after the closing date will not be entertained
5. National Forensics Agency is an equal opportunity employer.
6. Candidates must specify the position they are applying for in their application.
7. Incomplete applications or those received after the deadline will not be considered.
8. The NFA reserves the right to accept or reject any application without assigning any reason.
9. **Contract Duration:**
 - Experts (Polygraph, OSINT, Narcotics): One year (extendable based on performance and requirement).
 - Consultants (DNA/Pathology/Serology, Fire and Accident Investigation, Metering & Law): One-time consultancy engagement for specified task.
10. **Security Clearance:**
 - Proper security clearance will be obtained for all candidates before final selection.
11. **Application Submission:**
 - Applications must include a detailed CV, attested copies of academic and professional certificates, and a cover letter specifying the position applied for.
12. **Last Date for Submission:**
 - Applications must be submitted by 15 days after publication of Advertisement.
13. **Address for Submission:**
 - Applications should be sent to:
Project Director, National Forensic Agency (NFA), Project,
Plot No. 1, 2, 27 & 28, Opposite Police Line, H-11/4, Islamabad.
14. **Contact Information:**
 - Phone: 051-9163104