

REGISTERED No. M - 302
L.-7646

The Gazette  **of Pakistan**

**EXTRAORDINARY
PUBLISHED BY AUTHORITY**

ISLAMABAD, TUESDAY, SEPTEMBER 16, 2025

PART II

Statutory Notifications (S. R. O.)

GOVERNMENT OF PAKISTAN
**MINISTRY OF INFORMATION TECHNOLOGY AND
TELECOMMUNICATION**
(National Information Technology Board)

NOTIFICATION

Islamabad, the 16th September, 2025

S. R. O. 1806 (I)/2025.— In pursuance of National Information Technology Board's decision in its 9th meeting held on 6th May, 2025, the Board resolved and approved the NITB Regulation titled "National Information Technology Board (Appointment, Powers and Functions of the Chief Executive Officer) Regulations, 2025 under Section 20(2)(b) of National Information Technology Board Act No. XVII of 2022, *w.e.f.* 6th May, 2025.

CHAPTER-I

PRELIMINARY

1. **Short title, extent and commencement.**—(1) These Regulations may be called the National Information Technology Board (Appointment, Powers and Functions of Chief Executive Officer) Regulations, 2025.

2751 (1—6)

Price: Rs. 10.00

[1930(2025)/Ex.Gaz.]

(2) They shall come into force at once, effective from 6th May, 2025.

(3) These regulations shall apply to the Chief Executive Officer of the National Information Technology Board.

2. **Definitions.**—(1) In these regulations, unless there is anything repugnant in the subject or context, —

- (a) **“Act”** means the National Information Technology Board Act, 2022,
- (b) **“Acting Chief Executive Officer”** or **“Acting CEO”** means a person appointed under regulation 9 of these regulations to temporarily perform the duties of the CEO,
- (c) **“Board”** means the National Information Technology Board established under section 3 of the Act,
- (d) **“Chairman”** means Chairman of the Board
- (e) **“Chief Executive Officer”** or **“CEO”** means the CEO of the Board appointed under section 5 of the Act,
- (f) **“Committee”** means the Human Resources and Governance Committee constituted by the Board,
- (g) **“Government”** means Federal Government.

(2) Words and expressions used but not defined herein shall have the same meanings as assigned to them in the Act.

CHAPTER-II

APPOINTMENT OF CHIEF EXECUTIVE OFFICER

3. **Appointment process.**—(1) The position of CEO shall be publicly advertised in international publications, social media and professional local and international platforms, in order to attract suitable candidates. Moreover, the services the headhunting firms at the disposal of the Establishment Division shall also be engaged in this regard.

(2) The Committee shall evaluate applicants against the eligibility criteria based on qualifications, experience, and professional standing of the applicants, and shortlist a panel of maximum ten (10) most suitable candidates to the Board within seven (15) days from the last date of application.

(3) The Board shall examine and interview the shortlisted candidates and forward a final list of three (3) candidates, in order of merit, to the Government for appointment of the CEO under section 5 of the Act.

(5) The Board may initiate the appointment process at least three months before the anticipated vacancy or immediately upon a vacancy arising:

Provided that in case of a temporary vacancy or delay in the appointment of a regular CEO, the Board may appoint an Acting CEO under regulation 10 of these regulations.

4. **Eligibility criteria.**—A person shall be eligible for an appointment as CEO if they—

- (a) are an eminent professional with proven working experience of minimum ten years (10) in IT development projects and policy formulation,
- (b) possess demonstrated integrity, leadership, and capability in managing public or private sector ICT organizations or departments, and
- (c) are not more than sixty (62) years of age on the date of appointment.

5. **Term of office.**—(1) The CEO shall be appointed by the Federal Government for a term of three years, extendable for a similar term or terms on the recommendation of the Board.

(2) The CEO shall be entitled to salary and allowances equivalent to the Special Professional Pay Scale-I (SPPS-1) or as may be determined by the Board:

Provided that the Board shall not fix the salary and allowances below the minimum of the SPPS-I scale.

(3) The CEO may resign by giving one month's written notice submitted to the Federal Government through the Board.

(4) The CEO may be removed by the Federal Government on recommendation of the Board on grounds of misconduct, inefficiency, or incapacity, after affording an opportunity of hearing.

CHAPTER-III

POWERS AND FUNCTIONS OF THE CHIEF EXECUTIVE OFFICER

6. **Powers and functions.**—Subject to section 12 of the Act, the CEO shall—

- (a) be responsible for day-to-day operations and implementation of the Act, policies, and regulations,
- (b) manage programs and projects of the Board and ensure their alignment with national digital strategies,
- (c) appoint, promote, transfer, and remove officers, staff, experts, and consultants of the Board and fix their remuneration, benefits, and terms of service,
- (d) supervise staff and administer internal controls, budgeting, and performance reporting,
- (e) represent the Board in official matters,
- (f) enter into contracts and agreements on behalf of the Board with the approval of the Board,
- (g) prepare and submit strategic plans, operational plans, and annual reports for Board approval,
- (h) ensure transparency, efficiency, and compliance in the Board's functions; and
- (i) perform such other functions as may be assigned by the Board or prescribed under the Act.

CHAPTER-IV

APPOINTMENT OF ACTING CHIEF EXECUTIVE OFFICER

7. **Circumstances for appointment.**—An Acting CEO may be appointed where—

- (a) The CEO is on leave, suspended, or otherwise temporarily unable to perform duties; or
- (b) The CEO's post has fallen vacant:

Provided that the duration of leave must be of at least ten (10) days for such an appointment. The competent authority to grant the leave shall be the Chairman.

8. **Eligibility criteria.**—The Acting CEO shall—

- (a) be a civil servant not below BPS-20. He must have at least 15 years of relevant experience in management and public administration, or
- (b) be a public servant not below the MP-II scale with at least 15 years of relevant experience in ICT at senior level.

9. **Appointment and tenure.**—The appointment of Acting CEO, or assignment of the additional charge as Acting CEO will be given by the Board until the appointment of the CEO for a period of 3 months with a maximum of one more extension of similar term only or until the appointment of the CEO, whichever is earlier.

10. **Remuneration.**—(1) An Acting CEO shall, in addition to his salary, be entitled to an amount equivalent to twenty percent (20%) of his current gross salary.

11. **Powers and functions.**—The Acting CEO shall exercise the same powers and perform the same functions as the regular CEO under the Act and these regulations.

CHAPTER-V

GENERAL PROVISIONS

12. **Disqualification and removal.**—(1) No person shall be appointed or continue as CEO or Acting CEO if they—

- (a) are adjudicated insolvent or facing such proceedings,
- (b) are convicted of an offence involving moral turpitude,
- (c) are declared to be of unsound mind by a competent court, or
- (d) have been dismissed or removed from public service,
- (e) either at the time of appointment or thereafter during such appointment was not or is not a citizen of Pakistan,
- (f) The educational credentials of the selected candidate are found to be bogus; his/her appointment shall be treated as with-drawn *ab-initio*.

(2) Subject to Regulation 5(4) of these regulations, the Board may recommend to the Federal Government for removal of the CEO. In case of removal of the CEO, a new Acting CEO shall be appointed under regulation 9 until a regular CEO is appointed:

Provided that the Board may recommend the appointment of the Acting CEO as the regular CEO if the Acting CEO fulfills the eligibility criteria.

13. **Conflict of interest.**—(1) The CEO or Acting CEO shall, at time of appointment and annually, disclose any actual or perceived conflict of interest to the board and shall abstain from related decisions.

2. This is issued with approval of Competent Authority.

[F. No. NITB/Act(XVII)-2022/BoD.]

MUHAMMAD ASLAM LASHARI,
Director.