



VETERAN'S CAREER TRANSFORMATION PROGRAM



Enabling veteran's for career transformation from military to civil



VETERAN'S DIRECTORY 2024

CEO's Message



Zahid Mubarik
SHRM-SCP, SPHRi, GPHR
CEO HR Metrics
President SHRM Forum Pakistan
Member ISO HR Standards Technical Committee 260

Every year hundreds of veterans retire from military career. Many of them need job either for economic reason or to stay relevant and contribute towards society.

Military personnel possess behavioral skills such as integrity, punctuality, dedication to the duty, result orientation, confidence and sincerity to the mission. These qualities are not only beneficial for themselves but will surely be benefit to the outfit they join.

Many countries in the world have such civil military forums for advancement of veterans' career on retirement. There is a need for a platform in Pakistan to connect veterans with employers by developing their skills and facilitate their employability.

HR Metrics is a consulting and training firm in Pakistan which provides services to optimize workforce performance and organizational productivity. It has expertise in global HR standards including HR competency-based certification, people analytics, diversity, equity & inclusion.

Visit www.thehrmetrics.com

I wish you success in future endeavors.

VETERAN'S CAREER TRANSFORMATION ON RETIREMENT

- HR Metrics has created a dedicated structure to provide following services to retiring veterans.
- Trainings
 - How to write effective resume for job application.
 - How to prepare for successful job interview
 - Understanding corporate wealth creation and financial cycle
 - How to transform from military culture to corporate culture.
 - Basic IT skills (MS Office, Excel, Power Point, Email, Internet).
 - Brief orientation on roles and responsibilities of HR management.
 - Brief orientation on roles and responsibilities of health & safety.
 - Brief orientation on roles and responsibilities of supply chain management
 - What are main websites for job search.
 - What are global certifications to advance career in HR, HSE and supply chain.
- Complimentary listing in veterans directory for circulation to employers.
- Sharing of job opportunities with registered applicants through email and WhatsApp
- Job fair for potential employers to meet and greet veterans.
- Job ad on HR Metrics website for veterans job opportunities.



An Interview with Brig (Retd) Rizwan Mahmud SHRM-SCP General Manager HR, Admin, IT and Security at AJCL

1. What challenges are faced by military veterans on retirement?

- The biggest challenge a veteran faces on retirement is mentally aligning himself to his new self and environment. There are certain habits which one picks during military service which are actually good for work ethics e.g., punctuality, communication skills, looking at the larger picture etc, however, since the overall working environment in the military differs significantly from what we have in the private sector, mentally aligning oneself to that environment becomes the biggest challenge.



2. What traits are possessed by veterans, that are needed by employers?

- Forward looking approach, wholistic problem solving, communication skills both verbal and written, team building and or team leading and strategic outlook are a few valuable traits that employers would look for in veterans.

3. What skills should be developed by veterans before/at time of retirement that can help in transition.

- Mental transition to the new norm, how private organizations function, financial literacy, navigating an organization, data analytics and above all, the change in leadership style.

4. What certifications you have undertaken to improve your effectiveness in organization

- I pursued my MS in HRM, thereafter to get a global perspective of how HR functions, I got the SHRM- SCP certification through HR Metrics. After this certification, my interest led to getting an ISO 30414 certification in human capital analytics through HR Metrics.

5. What is your advice to those intending to pursue HR profession.

- Get to know the workforce who you will be working with and what trends shape the workplace. The best way to get the most of what HR is about at one place instead of going for multiple certifications would be the SHRM CP/ SCP certifications.

VETERANS



COL (R)
M. SIDDIQUE



COL (R)
HASHIM ALI KHAN



MAJOR (R)
FAROOQ BILAL



COMMODORE (R)
KAMRAN KHAN



BRIG (R)
HAIDER ALI KHAN



CAPT (R)
ZAHID MAJEED



BRIG (R)
FAROOQ ZAMAN



COL (R)
SADAQAT LIAQAT



BRIG (R)
NAVEED AHMED



BRIG (R)
SYED JUNAID



LT COL (R)
SYED M. JALAL



LT COL (R)
KHALID YOUSUF



LT COL (R)
FAROOQ AHMED



GP CAPT (R)
AMBER AYAZ



LT COL (R)
KASHIF NAZIR



GP CAPT (R)
IMTIAZ AHMED



LT COL (R)
NADEEM ABBAS



LT COL (R)
SYED SHIRAZ



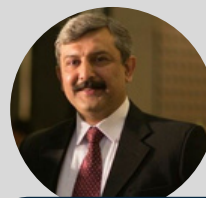
GP CAPT (R)
MANZAR ALAM



LT COL (R)
AZAM KHAN



MAJOR (R)
MAHAD ALI



MAJOR (R)
BAKHTYAR KHAN



COL (R)

MUHAMMAD SIDDIQUE

PROFILE

Seasoned and versatile executive with 30 years of experience in human resource management, operations, and general management. Proven expertise in strategic planning, administration, procurement, real estate, and security. Demonstrated ability to lead complex projects and drive operational efficiency. Adept at aligning human resources strategies with business objectives to foster organizational growth. Known for a pragmatic and focused approach in dynamic and challenging environments. Exceptional at building and leading high-performing teams and effectively managing cross-functional departments. Skilled negotiator and communicator, with a track record of forging strong relationships with internal and external stakeholders.

CONTACT ME

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msid1196@gmail.com

Islamabad

EDUCATION

SHRM Senior Certified Professional (SHRM-SCP) Master of Human Resource Management (MHRM)

- Department of Public Administration, Karachi University
August 2016 – July 2018

Executive MBA (Specialization in Supply Chain Management)

- Preston Institute of Management Science and Technology (PIMSAT), Karachi,
September 2015-July 2017

WORK EXPERIENCE

General Manager Operations & Special Projects

- BRB Group of Companies
September 2023 to Present

Director Administration & Coordination

- DHA City Karachi
June 2020 to August 2023

Colonel Coordination

- Corps Headquarters
September 2018 to October 2019

Senior Records Officer

- Air Defence Records Wing, Malir
November 2005 to September 2018

SKILLS

- Strategic Leadership and Management
- Project and Operations Management
- Human Resource Management
- Negotiation and Liaison
- Strategic Planning and Analysis
- Policy Development and Implementation
- Risk Management and Contingency Planning
- Budgeting and Financial Oversight



COL (R)

HASHIM ALI KHAN

EDUCATION

Masters in Military Sciences and Management

University of Peshawar

MSC in Arts & Science of Warfare

University of Baluchistan

WORK EXPERIENCE

Deputy Director Housing

Askari Colonies Management (South) 2023 – Present

Director Administration

Defense Housing Authority Karachi 2020 – 2023

Deputy Director Security

Pakistan Ordinance Factories – Wah 2017 – 2019

Deputy Brigade Commander

Pak Afghan Border Region 2015 – 2017

Senior Staff Officer

Command & Staff College Quetta 2013 – 2015

SKILLS

- Leadership & Management
- Change Management
- Communication & Interpersonal Skills
- Regulatory Compliance & Risk Mitigation.
- Conflict Resolution
- Counseling & Mentoring

PROFILE

Results-oriented senior HR/administration professional with 20 years of experience driving positive change in high-pressure environments. Successfully cultivated a dynamic, engaged work culture at DHA Karachi by implementing innovative employee recognition programs, resulting in a 25% boost in productivity. Proven expertise in conflict resolution, leading negotiations that saved the company Rs 5 Million maintenance cost. Adept at building trust and strong relationships with diverse stakeholders, fostering effective collaboration across departments. Skilled in optimizing team performance through strategic task and schedule coordination, empowering individuals to excel.

CONTACT ME

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✉️ hak7217@gmail.com

📍 Karachi

ACHIEVEMENT

- Rehabilitation of IDPs.
- Establishment and Operation of Covid
- Upgradation & Operation of Service
- Management Center Creek Vista DHA




MAJOR (R)


FAROOQ BILAL

PROFILE

Highly qualified and accomplished professional with certifications including SHRM-CP, ABNLP, and ISO 30414. With expertise in human resource management, neuro-linguistic programming, and internal and external human reporting, I will bring a wealth of knowledge and skills to any organization or projects.

CONTACT ME

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 Bilalf47@gmail.com

 Rawalpindi

EDUCATION

- Certified Professional of Society of Human Resource Management (**SHRM-CP**)
- **Lead Consultant / Auditor ISO 30414** (Guidelines for internal & external Human Reporting)
- **L.L.B** - SM Law College Karachi
- **MBA (HR)** - Army Public College for Management Science (APCOMS) Rawalpindi (Gold Medalist)

WORK EXPERIENCE

DEFENCE OFFICERS HOUSING AUTHORITY KARACHI DEPUTY DIRECTOR (HUMAN RESOURCE)

- Looked after HR processes including operations, training & development and performance management of more than 6000 employees.

FRONTIER WORKS ORGANIZATION

SENIOR MANAGER (HUMAN RESOURCE)

- Developed passion for Human Resource Management, up-graded knowledge base through formal learning and won extension of services in recognition of excellent performance.

SKILLS

- HR Management
- Administration
- Audit
- Training and development



PROFILE

Highly focused, result oriented and a committed leader with diversified experience in commercial and defence sector at C level positions with proven ability of leading large teams. Served as member of AKU President's Council, an active member of Environment and Sustainability Responsibility Council (ESRC) contributing towards AKDN net zero goal, and a member of AKU Internal Audit Review Committee (IARC) besides Safety and Security committees.

CONTACT ME

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✉️ kamrankhan22@gmail.com

📍 Karachi

ACHIEVEMENT & AWARDS

- Tamgha-e-Imtiaz (Military) - 1995
- Sitara-e-Imtiaz (Military) - 2007
- Associate Member BCI (AMBCI) 2018
- Business Continuity Institute (BCI) of London Certification 2016.
- Member IEEE, ASIS

COMMODORE (R)

KAMRAN KHAN

EDUCATION

Masters in Business Administration (MBA)

- Institute of Business Administration (IBA), University of Karachi.

MS in Systems Engineering

- Naval Post Graduate School, Monterey CA, USA

MSc War Studies

- Quaid-e-Azam University, (NDU), Islamabad

BSc Honors in Naval War Studies

- University of Punjab, (PN War College), Lahore
- Directors TP

WORK EXPERIENCE

Chief Executive Officer (CEO)

- Automobile Corporation of Pakistan (AUTOCOM)
June 2022 - Present

Chief Security Officer (CSO) Global

- Aga Khan University
Mar 2019 – May 2022

Director IBSD

- State Bank of Pakistan, Karachi
Apr 2013 – March 2019

Country Head, Defence

- Interactive Group, Islamabad
Dec 2012 – Apr 2013

SKILLS

- Highly focused, result oriented and a committed leader.
- Strong strategy formulation and planning skills
- An excellent negotiator.
- Expertise in Security management, Disaster Management, Business Continuity, and technology implementation at an executive level.




PROFILE

I am a retired military officer, who during military service and subsequently afterwards had the opportunity of experiencing various/diversified, executive/teaching assignments pertaining to operations/administrative/technical fields. This also includes mid/top levels of management dealing with operations, HR and Leadership, Communication and logistics.

CONTACT ME

 92-21-35217201

 k_haider_ali@yahoo.com

 Karachi

ACHIEVEMENT & AWARDS

- Sitara – i – Imtiaz (Military) - For performing meritorious service in the Army.
- Talented Student Certificate - Awarded during MS Program by the VC U.E.T.
- Chairman SUPARCO Commendation Certificate -2015 of best performance by Chairman, SUPARCO.
- Distinguished Service Award for contributing in Development of Satellite, by Chairman SUPARCO.

BRIG (R)

HAIDER ALI KHAN

EDUCATION

Undergoing PhD Studies in Strategic Management

Shaheed Zulfiqar Ali Bhutto Institute Science Technology SZABIST, Karachi Campus.(course work completed)

MS (Engineering Management)

University of Engineering and Technology (U.E.T/ C.A.S.E)

BSc (Telecommunication Engineering)

University of Engineering and Technology, (U.E.T/Lahore)

WORK EXPERIENCE

Chief Project Officer

- Private sector company and looking after Business Development in public/private sectors. (Sept 2020 – Present)

Director General, Space Technology

- (SUPARCO) in BPS-21. (2016 – 2020)

Deputy Director

- Presidential/Chief Executive Secretariat of Pakistan handling/processing ministerial/national level matters. (2000 – 2003)

Director

- Chairman Secretariat of Space and Upper Atmosphere Research Commission (SUPARCO), Pakistan's National Space Agency. (2011 – 2015)

Director, Technical

- (SUPARCO), Pakistan's National Space Agency. (2014 – 2015)

SKILLS

- HR Management
- Information Technology
- Budgeting



PROFILE

An experienced HR & Management professional and educationalist, held a series of leadership and senior management positions including various Command, Staff and in Instructional roles as Captain in a large and prestigious organization (Pakistan Navy) and thereafter as regular HR and Management faculty in Bahria University. My span of experience is of over 30 years in Pakistan Navy & over 14 years as HR and Management trainer and special coordinator to HoD BS department at Bahria University Business School Islamabad

CONTACT ME

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zahidpn@gmail.com

Islamabad

ACHIEVEMENT & AWARDS

- CNS Letter of Appreciation for exemplary works in PN Housing projects.
- Best student in Under Water Acoustics (Oceanography) Long Course.
- Best instructor pilot and topped Instructor Pilot Course at Inter services level.
- Qualified MBA in HR with honor/distinction - Cum Laude

CAPTAIN (R)

ZAHID MAJEED

EDUCATION

Master of Business Administration (MBA) from Bahria University Islamabad

- Major: HR
- Cumulative GPA: 3.64/4
- Honor/Distinction: Cum Laude

2008

BSc (Hon) in Naval Sciences from PN Engineering College (Karachi University) 1982

WORK EXPERIENCE

- Permanent HR and Management Faculty as Assistant Professor Bahria University Islamabad (2009 – 2023)
- Special Coordinator to HoD Business Studies Department (till Aug 2023)
- Currently visiting faculty at Bahria University.
- Project Manager Naval Port Ormara at Naval Headquarters Islamabad (2008)
- Director Personnel Services at Naval Headquarters Islamabad
- Director Navy Housing at Naval Headquarters Islamabad
- Director Administrations Naval Headquarters Islamabad

SKILLS

- Job Analysis and Design
- Strategic Leadership
- Organizational Development
- Policies and Programs
- Training and Development
- Performance Management
- Succession Planning



PROFILE

To implement HR Transformation across AWT Group to enhance the overall efficiency of the businesses, people development and enhancing sustainable productivity levels to foster a performance based and excellence driven culture.

CONTACT ME

 92 323 8538076

 dirhr@awt.com

 Islamabad

BRIG (R)

FAROOQ ZAMAN

EDUCATION/CERTIFICATIONS

- **M.Phil in Public Policy** – National Defense University
- Doing **SHRM-SCP** from HR Metrics
- **Certification in Program and Project Management** – Institute of Strategic Studies Romania
- **Certified Director** – Institute of Business Administration Karachi Pakistan (IBA) ☑
- **Certified Organizational Development Practitioner** – IAPPD

WORK EXPERIENCE

Army Welfare Trust

Group Director HR

(Mar-2022 – To Date)

At present he is leading the Group Human Resources Department as Director HR reporting to Managing Director (AWT Group). He is also a certified Director from Institute of IBA (Karachi) and is presently a member of BOD of Army Welfare Trust Group comprising around 21 strategic Business Units of diverse nature including private & public listed companies.

SKILLS

- Strong leadership
- Strategic thinking & planning
- Deep understanding of HR best practices in Talent Acquisition
- Performance Management
- Learning & Development
- Employee Relations






COL (R)

SADAQUAT LIAQUAT

PROFILE

Professional Engineer, with over 28 years plus working experience of diversified fields in Pakistan Army Signals Corps . Worked with PTA, PEMRA Planning Division of Pakistan, MoIT & T, MoIB, FAB, FBR and Ministry of Finance and with almost all leading telecom companies in Pakistan that include suppliers and operators both.

CONTACT ME

-  0092-323-5310238
-  sadaquat65@gmail.com
-  Islamabad

ACHIEVEMENT & AWARDS

- IMTIAZI SANAD - 1989
- SITARA-i-IMTIAZ - 2011
- Chairman Joint Chief Commendation Card - 2016

EDUCATION

- **Masters in Electrical Engineering** (telecom) from NUST Islamabad, 3.69 GPA.
- **Telecommunication Engineering UET** Lahore, 1st Division.

WORK EXPERIENCE & EXPERTIES

Chief Executive Officer (CEO)

- PakSat Intl Pvt Ltd, Pakistan
(Jun 2018- To Date)

Chief Technology Officer (CTO)

- Special Communication Organization (SCO)& Universal Service Fund (USF GB)
(April 2017-May 2018)

Senior Consultant

- M/S Huawei Pakistan
(April 2016- March 2017)

Director PMO and Satellite Communication

- Strategic Plan Division (SPD), JSHQ, Govt. of Pakistan
(Oct 2010 – March 2016)

Director Operations & Development (CTO & COO)

SCO-Special Communication Organization
(Aug 2007 to Oct-2010)

SKILLS

- Telecom/IT technology
- Communication
- Administration



BRIG (R)

NAVEED AHMED KHAN

EDUCATION

- **MASTER OF SCIENCE** - National Security and Warfare Studies, National Defense University (NDU), Pakistan
- **BSC (HONS)** - Warfare Studies, University of Baluchistan, Quetta, Pakistan
- **STRATEGIC LEADERSHIP COURSE** - Command and Staff College, Quetta, Pakistan
- **SENIOR LEADERSHIP AND STRATEGY COURSE** - Hamburg, Germany
- **JUNIOR LEADERSHIP COURSE** - Marineberg, Germany

WORK EXPERIENCE

Director Operations

- **National Logistics Corporation (NLC)**
Jan 2021 - Apr 2023

Military Service

- **Pakistan Army (Brigadier, Retired)**
- 30 plus years of experience on diverse appointments across Pakistan and abroad (Germany & Saudi Arabia).
- Planned, developed and implemented policies and Standard Operating Procedures for day-to-day operations, management and crisis management


SKILLS


- Strategic leadership and management
- Operational Management
- Monitoring and Evaluation
- Performance Management
- Business Strategy and process improvement
- Organizational Development

PROFILE

A performance oriented professional with wealth of experience and transferable skills, gained in both military and corporate. Passionate about monitoring key metrics, utilizing analytical insights to facilitate strategic decision making, business growth and delivering impactful solutions.

CONTACT ME

 +92 322 6102275

 nav755789@gmail.com

 Islamabad

ACHIEVEMENT & AWARDS

- **Tamgha-e-Imtiaz** T.I.(M)



PROFILE

I retired from Pakistan Army on 31 December 2018 with thirty one years of commissioned service. This includes five years of experience on international assignments. I have served with moral and financial integrity, utmost honesty and a great sense of responsibility. All round and well balanced grooming of army has enabled me to undertake diverse range of projects / operations on Command, Staff and Instructional appointments in the most challenging situations.

CONTACT ME

☎ 03215552434

✉ im_virgo13@hotmail.com

📍 Karachi

HONOURS AND AWARDS

- Sitara-i-Imtiaz (Military).
- Chairman Joint Chiefs of Staff Committee(CJCSC) Commendation Card.

BRIG (R)

SYED JUNAID IQBAL

EDUCATION/CERTIFICATIONS

- **MSc:** National Defence University (2009) in War Studies and Defence Management.
- **MSc:** University of Balochistan, Quetta, (2007) in Art and Science of Warfare.
- **BSc:** (Honours): University of Balochistan, Quetta (1997); in Leadership & Management, Strategic Studies, Warfare Studies and Military History.

WORK EXPERIENCE

- **Director / Senior Management Positions - 15 Years**
- Command of an Artillery Regiment in Operational Area (North Waziristan).
- Assistant Military Secretary in Military Secretary Branch at GHQ.
- Directing Staff / Senior Instructor at Command and Staff College Quetta.
- Command of an Artillery Brigade.
- Director Plans at Joint Staff Headquarters.
- Instructor at Zimbabwe National Defence University.

SKILLS

- Leadership and Management
- Analytical Thinking
- Planning and Organization
- Adaptability
- Instructional Abilities



LT COL (R)

SYED M. JALAL

PROFILE

Seeking placement at an organization that provides me an opportunity to learn and develop my professional skills while allowing me to effectively utilize my corporate security and military experience and abilities to contribute towards the organization's growth and sustainability

CONTACT ME

+ 92 321 5272 163

jalalssg@hotmail.com

Karachi

ACHIEVEMENT & AWARDS

- Awarded **Tamgha-e-Imtiaz** (Military) in 2008 in recognition of meritorious Service.
- More than 6 years' service in the elite Special Service Group (SSG) – "Commandos" of Pakistan Army (Two tenures)

EDUCATION

- **Bachelor of Arts** (Economics), Pakistan Military Academy
- Dec' 2018: Acquired **PFSO** (Port Facility Security Officer) Certification from MUSC (Maritime and Underwater Security Consultants), HQS- Wellington, London, UK
- **Diploma of Special Operations School**, SSG (Cherat, KPK)
- Attended International Security Conference Pakistan by Paradigm4, Dec 2010 (Karachi)
- Appointed by OICCI (Overseas Investors Chamber of Commerce & Industry) as Cluster leader of S.I.T.E area for their Subcommittee for Security and Law & Order.

WORK EXPERIENCE

Engro Corporation Limited (2014 – 2022)

- Presently serving as Corporate Security Advisor in Engro Corporation Limited-Pakistan (Former Exxon Chemicals, USA) since 2014 and based at Engro Head Office, Karachi, Pakistan.

Syngenta Pakistan Ltd (2010 - 2014)

- Earlier served in Syngenta (A Swiss Multi-National Company & former CIBA-Geigy), as Country Security Manager-Pakistan. The position was reporting to APAC (Asia Pacific) Regional Security Manager, Singapore as well as dotted line reporting to Local Managing Director

SKILLS

- Admin, security & Training
- Health, safety & Environment



LT COL (R)

KHALID YOUSUF

PROFILE

Pakistan Army Officer with 25 years with administrative, operational, supply chain management and logistics expertise. Vast experience in interpersonal management, and public dealing. Can easily adjust to different working conditions and fit in with different people, contributing to an effective and productive environment. Proficient in dealing with all kinds of problems and eventually devising a suitable solution.

CONTACT ME

03340993336

khalid.pk23@gmail.com

Islamabad

ACHIEVEMENT & AWARDS

Awarded **Tamgha-i-Imtiaz** (Military) in recognition of exemplary meritorious service rendered to Pakistan being Army officer over the course of 25 years.

EDUCATION

- **BSc (Physics & Maths)**
- **Lsc (Logistics staff course)** from Army School of Logistics, Kuldana Murree
- **Jsc (Junior staff course)** from Army School of Infantry, Quetta
- **OBIC (Officer Basic Intelligence course)** from School of Military Intelligence, Murree
- **OAOBSC (Other Arms Officer Basic Signal Course)** from Military college of signals, Rawalpindi

WORK EXPERIENCE

Liaison Officer with Polish mountainous expedition

- Facilitated tracking and resided with Polish mountaineers at Broad peak base camp for 28 days

Foreign Delegations

- Performed duties as security officer with foreign delegations for 3 years during 2001 - 2004 while serving in 111 Bde /4 Baloch.

4 Baloch – (2002 – 2004)

- Post commander at Siachen Glacier for 1 year at extremely high altitude and under difficult living conditions.
- In charge of security at Convention Center Islamabad under command presidential guard battalion (111 Brigade).

SKILLS

- Security
- Administration
- Logistics
- HR Management



PROFILE

A retired military officer, Head of administration, Logistics, Security, and HR, in the Public sector with exceptional management skills. With my diversified skill set, I can operate all administrative operations, areas of focus include resources management, security, facility management, fleet management, general management, human resource management, service management, and telecommunications.

CONTACT ME

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farooqahmedgondel64@gmail.com

Islamabad

LT COL (R)

FAROOQ AHMED

EDUCATION

- **M Phil / MS degree, Management Sciences**
Nov 2019 - Nov 2021
Hazara University
- **Master of Business Administration**
April 2010 - April 2012
Preston University
- **Bachelor's Mass Communication and English language**
1985 - 1986
University of the Punjab
- **Associate Civil Engineering**
1980 - 1983
Punjab University of Technology Rasul

WORK EXPERIENCE

- **GM IT Operations, Logistics and Coordination**
FWO (2022 - Sep 2023)
- **GM Services/Administration & Vigilance** Public Sector Organization/NRTC (Oct 2016 - Sep 2022)
- **GM HR and Coordination**
Public Sector Organizati (Oct 2012 - Sep 2016)
- **AA&QMG/Head Administration & Logistics**
Defense Forces Pakistan Army
(April 1987 - Oct 2012)

SKILLS

- Administration and Security
- Supply Chain Management
- Operations Management
- Telecommunication
- IT Operations
- Project Management



PROFILE

Served Pakistan Air Force for over 25 years at gradually increasing levels of responsibility. All-round experience in managing supply chain and procurement operations in a complex large-scale organization. Started the career as a Flight Lieutenant and rose to the rank of Group Captain which is the second highest position in Supply Chain and Logistics hierarchy of PAF

CONTACT ME

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amberayaz30@gmail.com

Islamabad

GP CAPT (R)

AMBER AYAZ

EDUCATION

- **Masters in Defence and Strategic Studies**
National Defence University, Islamabad, Pakistan
- **Bachelor in Sciences**
Punjab University, Rawalpindi, Pakistan

WORK EXPERIENCE

- **Director POL Directorate of POL, Air**
Headquarters, Islamabad, Pakistan December 2021 - July 2023
- **Deputy Director Procurement** Directorate of Procurement, Air Headquarters, Rawalpindi, Pakistan August 2015 - December 2021
- **Senior Logistics and Supply Chain Manager**
Central Air Command, Lahore, Pakistan June 2012 - August 2015
- **Logistics Manager** PAF Air Base, Lahore, Pakistan February 2009 - June 2012
- **Assistant Director - Rate Running** Contracts
Air Headquarters, Islamabad, Pakistan July 2006 - February 2009
- **Commanding Officer - Air Logistics Depot (French Weapon Systems)** 103 Air
Logistics Centre, Rawalpindi, Pakistan
November 2004 - July 2006
- **Assistant Director Logistics**
Chinese Weapon Systems Air Headquarters,
Islamabad, Pakistan August 2003 - November 2004

SKILLS

- Logistics
- Procurement and Contraction
- Leadership and Management



LT COL (R)

KASHIF NAZIR BUTT

EDUCATION

B Sc (Maths, Physics)

- Pakistan Military Academy, Kakul Abbotabad (1994-1996)

Post Grad Diploma

- (Conflict Management, Counter Terrorism, Criminology, Investigation and Security Studies) National Defence University Islamabad (Aug- Dec 2012)

WORK EXPERIENCE & EXPERTIES

- Administrative responsibilities including experience of running various projects
- Security duties including security of highly sensitive installations and dignitaries
- Human Resource management including management of discipline, administration, training and employment
- Served as instructor in various schools of instruction and have the experience of planning of training and coordination / functioning of the institution
- Have experience of serving in premier intelligence agency
- Have experience of serving in United Nations as Liaison Officer

SKILLS

- Administration
- Security
- HR Management

PROFILE

Hardworking, motivated and have the ability to work in challenging environment with initiative, drive, commitment and truthfulness.

CONTACT ME

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- ✉️ kashifnazirbutt@gmail.com
- 📍 Rawalpindi



GROUP CAPTAIN (R)

IMTIAZ AHMED KHAN

EDUCATION

- **BE Aerospace**
- C-130, Boeing 707, Cessna, Piper, F-16, F-7 P, A5-III maintenances Courses.
- Corrosion Control, Lean Manufacturing,
- Quality Assurance, Recerse Engineering, Shot Peen Forming, Hydro Flex Forming, CNC Routing Courses.

WORK EXPERIENCE & EXPERTIES

- Member of JF-17 Development Team China
- Aircraft Maintenance, Aircraft Parts Manufacturing, Facilities Selection and Establishment.
- Engineering Project Execution, Negotiations. Aircraft, Specialist Vehicles, related equipment and components Maintenance, Operation & Overhaul. Quality Assurance, Budget Management, Planning, Forecasting, Facilities Establishment, Aircraft Parts Manufacturing and Special Processes .
- Deputy Director Manufacturing JF-17 aircraft
- Engineering Management, Engineering Operations and Manufacturing

SKILLS

- Audit
- Human Resource Management
- Supply Chain Management

PROFILE

Director Production HMC-3 Taxila: Headed Production Planning, Heavy Machining, Fabrication, Forging & Foundary ary and Design Departments for Economical & Timely Delivery of Products for Defense Sector, Sugar & Cement Industries.

CONTACT ME

✉ imtiazsial@gmail.com

📍 Islamabad




LT COL (R)

NADEEM ABBAS

PROFILE

An energetic, dedicated and experienced professional having excellent management, organizational, instructional and interpersonal skills seeking an opportunity to work in a dynamic organization on a challenging assignment in managing the affairs of HR, Administration, Security, Strategic / Financial Planning, Recruitment & Selection, Training & Development, Negotiations, liaison and Advance Management.

CONTACT ME

 abass176@gmail.com

 Rawalpindi

EDUCATION

PGD

- (Conflict Management, Counter Terrorism, Criminology, Investigation and Security Studies)
- NDU (2011)

MSc

- University of Peshawar (2007)

BSc

- PMA Kakul (1997)

WORK EXPERIENCE

- Has served for 27 years in Prestigious Pakistan Army Institution.
- Did Intelligence Staff Course (isc) with distinguish grade due to which possesses extensive experience in Managing Security Affairs.
- Served in different Units/ Headquarters of Armed Forces and Anti-Narcotics Force on Command, Staff, and Operational Appointments which provides vast experience in Administration and Managing Security and Intelligence Affairs.
- Served approximately 10 years in different Intelligence setups including Command, Staff and Operational Duties.
- Handled / organized various Training, Administrative and Discipline matters while being posted in an Army School of Instruction.

SKILLS

- Security
- Administration
- Logistics
- HR Management



LT COL (R)

SYED SHIRAZ HUSSAIN SHAH

EDUCATION

- **MBA** (Human Resource Management), PIMSAT Karachi, Sep 2008
- **B. Sc.** Pakistan Military Academy, Mar 1985
- **Diploma in Logistics & Transport**, Chartered Institute of Logistics & Transport Karachi, April 2010
- **Diploma In Supply Chain Management**, Pakistan Institute of Management, Karachi, May 2009
- **Diploma in Hotel Management**, Marketing & HR, Modern Institute of Informatics & Management Islamabad Oct 2008
- **Diploma In Labour Laws Management**, Modern Institute of Informatics & Management Islamabad, Oct 2007

WORK EXPERIENCE

Deputy General Manager Security & Administration (K-Electric)

From May 2011 - May 2023

Responsibilities:

- Protection/security of Extra High Tension Transmission Lines from Gharo Thatta Sind to Lasbela Balochistan.
- Security Coordinator of Qayyumabad Complex near KPT Interchange Bridge Korangi Road.
- Regional Security Commander Region-II.

SKILLS

- Security Management
- Legal: Labor laws
- Human Resource Management

PROFILE

To serve and contribute to a virtual and dynamic organization seeking a challenging position to utilize my experience and qualification in the areas related to Administration, Human Resource, Security, Supply Chain Management and Logistics.

CONTACT ME

+92 3212306734

syed.shs71@yahoo.com

Karachi

ACHIEVEMENT & AWARDS

- Tamgha-e-Imtiaz (Military) T.I.(M) was conferred by President of Pakistan, 2008.
- Honored Student Certificate was awarded in Officers Anti Armour Course, 1993.
- Appreciation letter of Chief of Army Staff for successful participation in Exercise Zarb-e-Momin, 1989.



GP CAPT (R)

MANZAR ALAM

EDUCATION

- **MBA** (Mkt & Mgmt)
- **MSc** (Engg Mgmt)
- **BSc** (Stats, Math, Phys)
- **BSc** (Hons)
- **BE** (Avionics)
- Post Graduate Diploma in Project Management,

WORK EXPERIENCE

- I have served public and private aviation sectors and having over three and half decade multifaceted experience mostly in the areas of MRO related Technical & Operations Management, HRM & D, Training Need Analysis (TNA), Reliability & Change Mgt, Strategic Management, Project Management, Monitoring, Evaluation & Analysis, (Verification & Qualification of QMS AS9100, ISO 9000, 14000 EMS, OHSAS 18001 HSEC Lead Auditor, 17025 LMS, S A 8000 Internal Auditing), Personnel Reliability Program.
- I have served in prestigious College of Aeronautical Engineering faculty of Industrial Engg Dept and had the honor to HoD of Professional Continuing Education Department.


SKILLS

- Project Management
- Administration
- Audit
- HR Management

PROFILE

I am a professional engineer and graduate of College of Aeronautical Engineering (CAE) Pakistan. I have served in prestigious College of Aeronautical Engineering faculty of Industrial Engg Dept and served public and private aviation sectors and having over three and half decade multifaceted experience

CONTACT ME

 +923005096516

 emenzee@yahoo.com

 Rawalpindi

ACHIEVEMENT & AWARDS

Chief of The Air Staff
Commendation Certificate



LT COL (R)

AZAM KHAN

EDUCATION

Master of Engineering (Environment Engineering)

- NED University of Engineering & Technology, Karachi, Pakistan (2010-2011)

Master of Engineering (Electrical Power Engineering)

- University of Engineering & Technology, Peshawar, Pakistan (2002-2004)

Bachelor of Engineering (Electrical)

- NED University of Engineering & Technology, Karachi, Pakistan (1980-1985).

WORK EXPERIENCE & EXPERTIES

Pakistan Army (1986-2011)

- Twenty Six (26) years' varied experience of Technical Administration, Inspections & Installation/Commissioning of Electrical & Electronic Assemblies, Project Management, in various capacities /appointments.

General Manager Administration, Procurement & Commercial.

- REDtone Telecommunication Pakistan (2012-2019)
- Member of the senior management team with full participation in the overall management of the company.

SKILLS

- Telecom/IT technology
- Procurement & Logistics
- Administration

PROFILE

Azam Khan is a highly skilled professional with a diverse background in advanced engineering procurement, logistics, QA, and production management. In addition, he has completed specialized training in electronic systems and maintenance management. With a solid foundation in basic engineering management, security, and administration, Azam brings a comprehensive skill set to tackle complex projects.

CONTACT ME

- +92321 2959098
- azamkhan01121959@gmail.com
- Karachi



MAJOR (R)

MAHAD ALI

EDUCATION

- **MBA in Human Resource management** from SZABIST Islamabad (Holder of Chancellors Honor Roll) with 3.94 GPA
- **MA In English Literature** from Gomal University DI Khan.
- **BA (Graduation)** From PMA Kakul

WORK EXPERIENCE

- Management / Operational employment of troops in active operations in Kashmir / Balochistan.
- Protocol / Security duties with sensitive military delegations / foreign dignitaries
- Move and logistic maintenance of troops in hostile environment.
- Handling of different calibers weapons, equipment and devices.
- Liaison with military and civil official.
- Performed Internal Security Duties in aid of civil power

SKILLS


- Security Management
- Human Resource Management
- Office Administration
- Project Management

PROFILE

Had been a commissioned officer in Army for twenty-one years. I have extensive and varied experience of administrative, security, human resource management, operational and instructional jobs. Punctuality, commitment, devotion to duty and enterprising attitude are few of the attributes imbibed by me during military service.

CONTACT ME

 03344667160

 mahadali41662@gmail.com

 Lahore

ACHIEVEMENT & AWARDS

- Tamgha-i-Azam
- Tamgha-i-Istiqlal



MAJOR (R)

BAKHTYAR KHAN DURRANI

EDUCATION

MS Project Management

- Capital University of Science and Technology , Islamabad (2017)

Executive MBA

- COMSATS Virtual Campus, Islamabad (2015)

BE (Software)

- National University of Science & Technology (2003)

WORK EXPERIENCE & EXPERTIES

FAUJI FERTILIZER BIN QASIM LIMITED

(March 2021 to Date)

- Working as Unit Manager (Employee Life Cycle) in Human Capital Management Division, looking after HR Operations with following job description: -
- Manage and supervise the employees' entire life cycle process from hiring till separation both in Pakistan and Morocco
- Preparation of orientation plan for newly hired employees and coordination with departments
- Process cases of salary fixation on hiring & promotions
- Ensure upkeep and updating of all records in personal files of employees both in hard and soft forms
- Analysis of employees' attrition and suggesting remedial measures to higher management.


SKILLS

- Administration
- Human Resource Management
- Project Management
- Security Management

PROFILE

Retired armed forces officer with varied experience of command, staff and instructional appointments in defence services in the fields of administration, human resource management, security, communications and information technology with a Master of Science - MS focused in Project Management from Capital University of Science and Technology, Islamabad.

CONTACT ME

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 Islamabad

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- HR Metrics advises all applicant veterans NOT to disclose any sensitive information in the resume pertaining to their experience, to ensure protection of classified information/data.



SHRM CERTIFICATION

What is SHRM Certification?

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Who Should Enroll in This Course?

Individuals who perform HR duties and wish to verify, validate, enhance and/or expand their HR capabilities are likely candidates for SHRM-CP or SHRM-SCP certification. SHRM membership is not required for eligibility and individuals need not be employed at the time they apply. Our certification preparation course is designed primarily for individuals seeking SHRMCP or SHRM-SCP certification. Certification is a great choice for HR professionals who want to:



SHRM CERTIFIED VETERANS



Brig (R) Rizwan Mahmud



Col (R) Ali Siddique



Col (R) Hashim Khan



Major (R) Farooq Bilal



Lt Col (R) Saqib Awan



Increase their knowledge



Advance their skills



Earn recognition from the global community