



GOVERNMENT OF PAKISTAN
NATIONAL DATABASE & REGISTRATION AUTHORITY
(Headquarters, G-5/2 Islamabad)



WE ARE HIRING

Under the provisions of Regulation 9, 10 and 11 of NADRA Employees (Service) Regulations, 2002, NADRA is seeking highly skilled and experienced professionals for the following positions:-

Position & Age	Educational Background	Professional Experience, Skills & Competencies
Deputy Director (Database Security) Age (Max): 44 Years	<ul style="list-style-type: none">• Bachelors (4 Years) in Computer Science/Information Technology/Cyber Security/Information Security or equivalent in a related field• Masters in relevant subject will be preferred• 16 Years of HEC verified education is a must• Degrees must be recognized and attested by HEC	<p><u>Professional Experience</u></p> <ul style="list-style-type: none">• Minimum 6 years of technical hands-on experience in Database Security and Database Analytics.• Certification in IBM Guardium Admin, Oracle Database Security Administration, Database Foundations, Database SQL, or equivalent, CompTIA: CySA+, Data+, DataSys+ will be preferred. <p><u>Skills & Competencies</u></p> <ul style="list-style-type: none">• Develop plan and assess database security requirements for each application and apply monitoring and protection solutions.• Installation, configuration and setup Guardium appliances for database activity monitoring and protection.• Work on planning, design, implementation of Database Auditing and Monitoring, Guardium Appliance Sizing and Architecture, User Management, Policy, Alert and Report Definition and Management, Guardium Life Cycle Management.• Timely patching of Guardium appliances and renewal of license.• Generate vulnerability assessment reports for timely patching and resolution by DBAs and system administrators.• Monitoring all databases and their activities, Guardium health investigation dashboards.• Troubleshooting Guardium specific incidents with IBM support.• Expertise and knowledge in data analytics, as well as automate reporting on daily and weekly incidents. Resolution of incidents with data owners.• Work with system administrators for provision/ optimization of Guardium appliances.• Provision of database security requirements for new projects from time to time.• Monitor user behavior and identify risks through active threat analytics.
Assistant Director (Database Security) Age (Max): 37 Years	<ul style="list-style-type: none">• Bachelors (4 Years) in Computer Science/ Information Technology/Cyber Security/Information Security or Electrical /Electronics Engineering with relevant IS certifications or equivalent in a related field• 16 Years of HEC verified education is a must• Degrees must be	<p><u>Professional Experience</u></p> <ul style="list-style-type: none">• Minimum 2 years post qualification experience in a reputable organization, in either Information Security, Information Technology, Database Administrator or Network Device Administration.• Certification / Badge in any IBM Security Product or equivalent shall be preferred.• Information Security Certificates such as CySA+, Data+ or equivalent shall be preferred. <p><u>Skills & Competencies</u></p> <ul style="list-style-type: none">• Installation, configuration and setup Guardium appliances for database activity monitoring and protection.• Installation of Guardium agents on database servers with necessary configurations for collection of logs.• Timely patching of Guardium appliances and renewal of license.• Monitor and evaluate database incidents through IBM Guardium data monitoring and protection tool.• Perform data discovery and classification with all stakeholders

	<p>recognized and attested by HEC</p>	<p>in order to prioritize implementation of security solution.</p> <ul style="list-style-type: none"> • Monitor and audit all database activity including privileged user activity. • Monitor and analyze all database risks by performing data analytics of existing logs. • Analytical aptitude and knack for details. • Troubleshooting and problem-solving skills. • Communications skills including technical writing and general correspondence. • Inquisitive to learn new technologies, processes and collaborate with other teams. • Knowledge of scripting, automation of robotic processes / report is expected.
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Job Location: Islamabad

Terms & Conditions

1. Selected candidate will be hired initially for contract period of 5 years (extendable if required).
2. Management reserves the right to accept/reject any application without assigning any reason.
3. Only shortlisted candidates will be called for test/interview.
4. Candidate shall be disqualified if false information is provided.
5. Employees serving in Government/Semi-Government departments must provide/attach No Objection Certificate (NOC) at the time of submission of application.
6. 5 years' relaxation in age is already included in above age limit.
7. Selected candidate shall provide Medical Fitness and Character Certificates.
8. No TA/DA will be admissible.
9. Attested degrees from Higher Education Commission (HEC)/relevant regulatory bodies must be provided at the time of interview.
10. Females, Minority, Transgenders and Differently-abled candidates are encouraged to apply.
11. Electronic gadgets, mobile phones, smart watches etc. will not be allowed during test and interview.
12. The deadline for submission of application is **4th January, 2026** and **only online applications will be accepted.**
13. For further details and to apply, please visit <https://careers.nadra.gov.pk> or **scan the QR code below.**

HR Directorate

National Database & Registration Authority

State Bank of Pakistan, Shahrah-e-Jamhuriat, Sector G-5/2, Islamabad

