



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

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

