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**Deloitte Pakistan** is a member of Deloitte Touche Tohmatsu Limited (DTTL), one of the largest professional services organizations in the world, with a workforce of 200,000 people in more than 150 countries. The firm was established in 1972 and it has become one of the leading professional services firms in Pakistan. The firm is providing services to over 500 clients including both multinational and local companies.

### Our Purpose

Every day we challenge ourselves to do what matters most— for clients, for our people, and for society. We serve clients distinctively, bringing innovative insights, solving complex challenges and unlocking sustainable growth. We inspire our talented professionals to deliver outstanding value to clients, providing an exceptional career experience and an inclusive and collaborative culture. We contribute to society, building confidence and trust in the markets, upholding the integrity of organizations and supporting our communities.

Our shared values guide the way we behave to make a positive, enduring impact:

- Integrity
- Outstanding value to markets and clients
- Commitment to each other
- Strength from cultural diversity

**Deloitte Pakistan** is planning to bid on Training Needs Assessment of Unemployed Youth in Sindh and Future Career Needs for Training Program project by Benazir Bhutto Shaheed Human Resource Research & Development Board. As part of this bid activity, Deloitte is looking for experienced professionals to work with the organization on a short-term contract. The project consists of a Training Needs Assessment of young people in Sindh to determine their employability in Sindh in the future. It assesses both potential employers and their needs for specific skills as well as the current skillset of young people in Sindh. Using these analyses, it will provide recommendations on what skills would increase the employability of young people in Sindh.

The main terms of reference of the project are:

- Review of current training programs, while focusing on specific trade, rather than the entire sector to determine scope of their employability
- Devise a plan to assess and report challenges/capacity gaps with respect to profile of trainees and training approach / methodology / duration and content for each level of trainee;
- Design survey questionnaires, interview schedules, focus group topics and/or supplementary materials and capacity building activities for staff concerned.
- Identify employable trades which are not currently in training (s) and expected employment opportunities on regional, national and international levels.
- Identify potential employers, trade wise.

## Training Specialist

Location: Karachi

### Engaging tasks await you to

- Review current training programs of the client and identifying current training gaps
- Develop qualitative and quantitative studies to identify skillset required by the selected industries.
- Draft reports based on findings and analysis of the study
- Final training needs assessment with recommendations
- Perform other responsibilities as required

### You possess following skills and experience

- Educational qualification of Ph.D. or Masters or 16 years' graduation Economics, Public Policy, Sociology/Social Work.
- Experience as Training Specialist/ core person in training related areas, experience in training needs assessment and minimum 5 years' overall experience (preference will be given if worked 10 years or more).
- Must be fluent in English, Urdu and preferably Sindhi

### Get in touch

**Apply in confidence** by sharing your updated profile to [pkhumancapital@deloitte.com](mailto:pkhumancapital@deloitte.com) no later than April 11, 2018 with "Training Methodology Specialist" in subject line.

We will be happy to welcome your queries at: **+92 (21) 3454 6494—7 Ext. 409**

DISCLAIMER: The position mentioned above is contingent upon Deloitte Yousuf Adil winning the bid for the proposal. However, selected candidates will be contacted before the submission of proposal and, upon mutual agreement, will be referenced in the proposal.

**Deloitte Yousuf Adil, Chartered Accountants is an equal opportunity employer.**