



# CAREER OPPORTUNITY

The Institute of Chartered Accountants of Pakistan (ICAP), established under the Chartered Accountants Ordinance 1961 and custodian of the prestigious brand 'CA Pakistan', is seeking a professional with strong values, reconciling personality, ability to make right decisions at pace, and proven expertise in leading a multi-location and multi-functional organization to steer the Institute into its next era of transformation, digital excellence, and global relevance, as:

## Chief Executive Officer

### ROLE SUMMARY:

The Council of ICAP foresees the CEO to be a dynamic, forward-looking leader who combines deep professional credibility with strategic agility, executive presence, and the ability to inspire confidence across all stakeholder groups — from government corridors to global forums. The CEO shall be the principal executive leader of ICAP — responsible for translating the Council's strategic vision into action, driving operational excellence, business growth, financial sustainability, and institutional transformation across all functions. Operating under authority delegated by the Council, the CEO will lead execution — ensuring the Institute's performance, credibility, and global standing are safeguarded at every level with continued focus on excellence alongside future relevance of CA Pakistan by addressing expectations of stakeholders including students, members in industry & practice, employees, local & foreign professional bodies and regulators

### KEY RESPONSIBILITIES:

- **Strategy & Transformation** — Partner with the Council to shape long-term strategy, translate it into actionable plans with KPIs, and lead transformation aligned with AI, automation, evolving sustainability and regulatory trends.
- **Operational Excellence & Governance** — Drive efficient execution, risk oversight, and compliance while upholding independence and transparency across all functions.
- **Financial Sustainability & Commercial Growth** — Ensure financial resilience through sound fiscal management and revenue diversification.
- **Stakeholder & Government Engagement** — Represent ICAP before government, regulators, and international bodies — building alliances and global recognition.
- **Digital Transformation** — Champion the Institute's evolution into a digitally integrated, data-driven, and agile organization.
- **Member & Student Value** — Ensure quality education and examinations, enhancing student intake, member facilitation, and drive initiatives that elevate the value proposition for students, members, and the wider profession for continued future relevance and continued upskilling.
- **People & Culture** — Build a high-performing executive team, attract and retain talent, drive a performance culture, and lead succession planning and cultural transformation across the Institute.

### WHO WE'RE LOOKING FOR:

A dynamic, forward-looking leader who combines deep professional credibility with strategic agility, executive presence, and the ability to inspire confidence across all stakeholder groups.

- **Qualifications:** Chartered Accountant (ICAP preferred), MBA or equivalent postgraduate degree from an HEC-recognized or reputable international institution. Specialist management and leadership certifications along practical experience related thereto would be an added benefit.
- **Experience:** 15–20 years of progressive leadership, with at least 5 years at C-level leadership experience other than finance function in a reputable/leading professional body, regulatory or academic organization and corporate sector.

This recruitment is being done through A F. Ferguson & Co., Chartered Accountants and interesting candidates meeting the requirements of the role can apply at: <https://www.affco.com.pk/Recruitment>

- The last date for submission of applications is **June 1, 2026**.
- The position is based in Karachi and entails oversight of 15 offices across Pakistan and the UAE, along with 10 chapters operating outside Pakistan.
- Only shortlisted candidates will be called for interviews.
- No TA/DA will be admissible for the interview.