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* First 17 pages updated on February 15, 2021
National Engineering Services Pakistan (Pvt.) Limited (NESPAK) is Pakistan’s premier public sector engineering consultancy organisation. Its international stature is well established and the Company enjoys the reputation of being one of the top engineering consultancy organisations in the world.

NESPAK was founded in 1973 as a private limited company by the Government of Pakistan. The objectives of its establishment were to create a pool of talented engineers, attain self-reliance in engineering consultancy and minimise the need for foreign consultancy in the country’s engineering sector. The Company has achieved these objectives to a large extent.

NESPAK has evolved a flexible organisational structure suiting its specific needs. The affairs of the Company are guided by a Board of Directors including a Chairman, a full-time Managing Director and 9 Directors. The day-to-day functioning of the Company is looked after by the Managing Director, assisted by a Board of Management. Various divisions of the Company are broadly divided into project management divisions, specialty divisions and support divisions. Support divisions include the Business Development Division and Overseas Division, Coordination Division, Finance Division, Human Resources Division and Monitoring and Quality Control Division. The project management divisions are cost centres responsible for the management of projects from conception to implementation stage. They work within approved budgets and are required to earn profits. Following are the project management divisions and specialty divisions of the Company:

**Head Office, Lahore**

**Project Management Divisions**

- Architecture and Planning
- Construction Management
- Environmental and Public Health Engineering
- Geotechnical and Geoenvironmental Engineering
- Highways and Transportation Engineering
- Monitoring and Quality Control
- Power and Mechanical
- Structural Engineering
- Water Resources and Agriculture
Specialty Divisions
- Building Services
- Contracts
- Economic Studies

Support Divisions
- Business Development
- Human Resources
- Overseas

In addition, the following offices are also operation with the broad scope as defined below:

Regional Office, Karachi
- Airports, Seaports and Industrial Infrastructure
- Architecture and Planning
- Regional Coordination

Islamabad Office
- Architecture and Planning
- Civil Engineering
- Regional Coordination

Disaster Management and Reconstruction Division, Islamabad
- Disaster Management Studies
- Disaster Risk Reduction
- Microzonation
- Design of Seismically Safe Structures

Regional Office, Peshawar
- Construction Management
- Regional Coordination

Regional Office, Quetta
- Regional Coordination

Overseas Offices
Besides operating in Pakistan, NESPAK has established its offices in the Kingdom of Saudi Arabia, Sultanate of Oman, United Kingdom, State of Qatar and the Islamic Republic of Afghanistan, which are responsible for business promotion and project management in their respective areas. In all other countries, the business promotion and project management is handled by NESPAK offices in Pakistan.

Quality Management System
Each project management division is responsible for the quality of work being produced by it. Quality control is achieved by standardisation of work procedures and internal performance reviews. Excellence in quality and professional output is ensured through a well-defined Quality Management System (QMS).
Board of Directors

- Secretary, Power Division, Ministry of Energy
  - Chairman

- Dr. Tahir Masood
  - Managing Director & President NESPAK

- Chairman, National Highway Authority, Islamabad
  - Director

- Chairman (P&D Board) P&D Department Government of the Punjab
  - Director

- Additional Chief Secretary (Development), Government of Sindh
  - Director

- Additional Chief Secretary (Development), Government of Khyber Pakhtunkhwa
  - Director

- Additional Chief Secretary (Development), Government of Balochistan
  - Director

- Additional Finance Secretary (CF), Ministry of Finance, Government of Pakistan
  - Director

- Additional Secretary (II), Power Division, Ministry of Energy
  - Director

- Muhammad Irfan Akram. Ex. Vice President Customer Care, Mobilink
  - Director

- Muhammad Nawaz Kasuri Barrister-at-Law
  - Director

- Naeem ud din
  - President & CEO, Bank of Punjab
  - Director

- Faisal Majeed, Chief Financial Officer/Head Finance Division, NESPAK
  - Secretary
Board of Management

- Syed Imran Waheed, Vice President/Head
  Construction Management & Economic Studies
  Convenor
- Irfan-ul-Haq, Vice President/Head
  Geotechnical & Geoenvironmental
  Member
- Shaukat Qadeer, Vice President/Head
  Structural Engineering
  Member
- Nabila Rashid, Vice President/Head
  Architecture & Planning, Lahore
  Member
- Nadeem Ashraf, Vice President/Head
  Power & Mechanical
  Member
- Muhammad Arif Changezi, Vice President/Head
  Architecture & Planning Karachi
  Member
- Muhammad Dawood Rana, Vice President/Head
  Highways & Transportation Engineering
  Member
- Muhammad Zubair, Vice President/Head
  Environmental & Public Health Engineering
  Member
- M. Zargham Eshaq Khan, General Manager/Head
  Building Services
  Secretary
- Ahmad Said, General Manager/Head
  Business Development
  Member
- Muhammad Farooq, General Manager/Acting Head
  Karachi
  Member
- Omer Farooq, General Manager/Head
  Human Resources
  Member
- Ahsan Anwar, General Manager/Head
  Coordination
  Member
- Faisal Majeed, Chief Financial Officer & General Manager/Head
  Finance
  Member
- Tariq Mahmood Tahir, General Manager/Head
  Overseas
  Member
Fields of Activity

- Water Resources Planning, Drainage, Salinity Control and Land Reclamation, Dams and Barrages, Irrigation and Drainage Systems, Groundwater Resources Development, Flood Management and Forecasting/Warning Systems and Institutional and Social Development

- Power Transmission, Distribution, Substations, Hydropower, Thermal Power, Nuclear Power, Rural Electrification, Renewable/Alternate Energy, Solar Power, Wind Power, Small Hydal Supervisory Control and Data Acquisition (SCADA) and Telecommunications and Oil and Gas, Piping & Pipeline Engineering, Electrical & Instrumentation Engineering, Process Engineering


- Airport Terminal Buildings, Hangars, Runways, Taxiways and Air Traffic Control Towers

- Deep Seaports, Fish Harbours, Marine Terminals, Container Terminals, Inland River Navigation and Marine Jetties

FIELDS OF ACTIVITY

- Seismic Hazard Microzonation, Disaster Risk Reduction and Management Studies and Trainings, Implementation Strategies, Policy Formulation, Residential Communities, Advocacy Planning, Preparation of Zoning Regulations and Bye-laws, Tourism Planning, Regeneration and Building Codes

- Water Supply, Sewerage, Stormwater Drainage, Solid Waste Management, Plumbing, Water and Wastewater Treatment

- Site Characterisation/Baseline Data for Environmental Impact Assessment, Environmental Risk Assessment, Environmental Planning and Management, Environmental Health and Safety, Air and Noise Pollution Control, Contaminated Site Assessment and Mitigation, Environmental Audit and Resettlement Action Plans

- Steel Mills, Automobile Plants, Cement Plants, Fertilizer Plants, Polyester Plants, Sugar Plants, Chemical Industrial Plants and Textile Units


- Land Surveying, Cadastral Surveying, Hydrographic Survey, Geodetic Survey, Drone Survey, Deformation Studies and Surveying Services during Construction Supervision


Services

Appraisals, Pre-feasibility and Feasibility Studies
- Reconnaissance Studies
- Preliminary Investigations
- Development of Alternative Proposals
- Outline Designs and Cost Estimates
- Evaluation of Technical and Economic Feasibilities

Surveys and Investigations
- Surveys and Mapping
- Geographical Information System (GIS)
- Geotechnical and Soil Investigations
- Hydrological and Environmental Surveys
- Traffic Surveys
- Commercial Surveys
- Socio-economic Surveys
- Data Collection/Analyses
- Determination of Design Parameters
- Deformation Monitoring of Structures

Design
- Design Vetting
- Engineering Designs
- Model Tests
- Computer Simulations
- Detailed Designs and Specifications
- Detailed Drawings

Tender and Contract Documents
- Bill of Quantities, Technical Specifications, Cost Estimates and Schedules
- Tender Documents for Normal/EPC Contracts
- Pre-qualification of Contractors
- Evaluation of Tenders and Recommendations
- Contract Documents

Construction Supervision and Contract Management
- Project Management
- Contract Administration
- Progress Monitoring and Control
- Works Supervision and Quality Control
- Equipment Inspection and Commissioning
- Measurements
- Certification of Periodic Payments to Contractors

Post-construction Services
- Third Party Validation and Monitoring
- Completion Reports
- Operation and Maintenance Manuals
- Routine Maintenance and Safety Inspections
- Retrofitting and Rehabilitation
- Conservation of Structures
- Performance Monitoring

Specialised Services
- Institutional Strengthening and Capacity Building
- Tourism Planning
- Inspection of Dams and Barrages
- Development of Building Codes
- Asset Valuation
- Services for Public-Private Partnership and BOT Projects
Global Experience

- Afghanistan
- Azerbaijan
- Bahrain
- Bangladesh
- Benin
- Cameroon
- Chad
- Comoros
- Dominica
- Ethiopia
- Gambia
- Ghana
- Guinea
- Iran
- Iraq
- Jordan
- Kazakhstan
- Kyrgyzstan
- Libya
- Nepal
- Nigeria
- Oman
- Pakistan
- Qatar
- Saudi Arabia
- Senegal
- Sierra Leone
- Somalia
- Sudan
- Syria
- Tajikistan
- Tanzania
- Thailand
- Turkey
- Turkmenistan
- United Arab Emirates
- Uzbekistan
- Yemen
Registrations

- Abu Dhabi Fund for Development
- Arab Bank for Economic Development in Africa
- Arab Fund for Economic and Social Development
- Asian Development Bank
- Canadian International Development Agency
- European Economic Community
- Federation of Consultants from Islamic Countries (FCIC)
- Food and Agriculture Organization
- International Development Association
- International Finance Corporation
- International Labour Organization
- Iraqi Fund for Foreign Development
- Islamic Development Bank
- Japan International Cooperation Agency
- Kuwait Fund for Arab Economic Development
- Overseas Development Administration
- The Saudi Fund for Development
- The World Bank
- United Nations Development Programme
- United Nations Industrial Development Organization
- USAID
- World Health Organization
- Association of Consulting Engineers Pakistan
- Pakistan Engineering Council, Islamabad
- The Lahore Chamber of Commerce and Industry
- Engineering Consultants Association of Pakistan
- Pakistan Institute of Management, Karachi
- National Centre of Technology Transfer, Technology Information Division, Islamabad
Quality Policy

We at NESPAK are committed to provide quality Design and Engineering Consultancy services with professionalism and dedication to the complete satisfaction of our Clients. The quality of our services is sustained through enhancement of technical know-how and proficiency of our staff. We allocate adequate resources for project implementation and seek improvement through a continuous system of Monitoring and Evaluation.

Dr. Tahir Masood
Managing Director & President
NESPAK

In NESPAK, Quality Assurance is an area of high priority. The Company’s success lies in the hard work of its highly skilled employees and commitment to quality in every aspect of its operations. It was this commitment that led it to become the first engineering consultancy organisation in Pakistan to obtain ISO 9001 Quality Management System certification in 1998. Another milestone was achieved by NESPAK when it was issued the ISO 9001 Certificate at corporate level in 1999. The conversion of the ISO 9000 Quality Management System into the latest version of the Standard, viz, ISO 9001-2015 in June 2015 has put NESPAK Quality Management System on solid footings.
Human Resources

NESPAK set out to make its mark in the field of engineering consultancy with only a handful of people in 1973, but had to expand very rapidly to meet the enormous workload it was able to generate for itself. Today, it has on its rolls a staff strength of 4175 employees including 3000 highly qualified engineers, architects, planners, geologists, economists and other professionals. The break-up of the staff is as follows:

<table>
<thead>
<tr>
<th>Professional Staff (Regular and Contract)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Civil Engineers</td>
<td>617</td>
</tr>
<tr>
<td>Electrical Engineers</td>
<td>157</td>
</tr>
<tr>
<td>Mechanical Engineers</td>
<td>60</td>
</tr>
<tr>
<td>Agricultural Engineers</td>
<td>37</td>
</tr>
<tr>
<td>Environmental Engineers/Scientists</td>
<td>17</td>
</tr>
<tr>
<td>Geological Engineers</td>
<td>6</td>
</tr>
<tr>
<td>Architectural Engineers</td>
<td>10</td>
</tr>
<tr>
<td>Architects/Planners</td>
<td>43</td>
</tr>
<tr>
<td>Geologists</td>
<td>55</td>
</tr>
<tr>
<td>GIS Specialists</td>
<td>35</td>
</tr>
<tr>
<td>Computer Engineers/Programmers</td>
<td>34</td>
</tr>
<tr>
<td>Economists</td>
<td>13</td>
</tr>
<tr>
<td>Sociologists</td>
<td>7</td>
</tr>
<tr>
<td>Agronomists</td>
<td>4</td>
</tr>
<tr>
<td>Remote Sensing Analysts</td>
<td>19</td>
</tr>
<tr>
<td>Horticulturists</td>
<td>2</td>
</tr>
<tr>
<td>Human Resource Officers</td>
<td>12</td>
</tr>
<tr>
<td>Others</td>
<td>66</td>
</tr>
<tr>
<td>Sub-total</td>
<td>1194</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Para-Professional Staff (Regular and Contract)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Surveyors/Quantity Surveyors</td>
<td>134</td>
</tr>
<tr>
<td>Inspectors</td>
<td>376</td>
</tr>
<tr>
<td>Draftsmen</td>
<td>138</td>
</tr>
<tr>
<td>Programming Assistants</td>
<td>15</td>
</tr>
<tr>
<td>Laboratory Technicians</td>
<td>38</td>
</tr>
<tr>
<td>Accountants</td>
<td>69</td>
</tr>
<tr>
<td>Others</td>
<td>14</td>
</tr>
<tr>
<td>Sub-total</td>
<td>800</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Support Staff (Regular and Contract)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Sub-total (Regular &amp; Contract)</td>
<td>2533</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Temporary Employees (On work charge basis)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Overseas Offices Staff (Directly hired)</td>
<td>82</td>
</tr>
<tr>
<td>NESPAK Foundation Staff</td>
<td>1296</td>
</tr>
<tr>
<td>Turkpak Staff</td>
<td>186</td>
</tr>
<tr>
<td>Total</td>
<td>4175</td>
</tr>
</tbody>
</table>
Key Personnel

1. Dr. Tahir Masood
Managing Director & President
B.Sc. (Hons.) Engg. (Civil) UET, Lahore
M.S. Engg. (Civil), University of California, Berkeley, USA, Ph.D. Engg. (Civil), University of California, Berkeley, USA
Joined NESPAK: 2018
Total Experience: 37 Years
Specialty: Corporate Management, Project Management, Geotechnical, Hydro & Thermal Power Engineering and Dams

2. Syed Imran Waheed
Vice President/Head
(Construction Management)
B.Sc. Civil Engineering, UET Lahore
M.Sc. Irrigation Engineering, University of Arizona, Tucson, USA
Joined NESPAK: 1985
Total Experience: 36 Years
Specialty: Construction Management and Contract Administration

3. Irfan ul Haq
Vice President/Head (Geotechnical & Geoenvironmental)
B.Sc. Civil Engineering, UET Lahore
M.Sc. Civil Engineering, University of London, UK, DIC London, UK
Joined NESPAK: 1987
Total Experience: 33 Years
Specialty: Project Management, Geotechnical Engineering, Environment, Resettlement and Social Development Studies

4. Shaukat Qadeer
Vice President/Head (Structural Engineering)
B.Sc. Civil Engineering, UET Lahore
M.Sc. Structures Engineering, Asian Institute of Tech, Bangkok
Joined NESPAK: 1988
Total Experience: 33 Years
Specialty: Earthquake Engineering, Infrastructure for Mass Transit, Thermal Power Plants, Industrial and High-Rise Buildings, Bridges, Seismic Retrofit

5. Ms. Nabila Rashid
Vice President/Head (Architecture & Planning, Lahore)
B.Arch. UET Lahore
Joined NESPAK: 1990
Total Experience: 31 Years
Specialty: Planning, Designing and Project Management of Architectural Projects including Health, Educational, Religious, Housing & Land Scaping and Business Promotion

6. Nadeem Ashraf
Vice President/Head (Power & Mechanical)
B.Sc. Electrical Engineering, Mirpur University of Science and Technology (MUST), AJ&K
Joined NESPAK: 1990
Total Experience: 31 Years
Specialty: Feasibility Studies, Planning, Procurement, Project Management of HV & EHV Transmission Lines and Substations, Project Administration of Power Plants, Hands-on experience on Area and Building Electrification
7. Muhammad Zubair  
Vice President/Head (Environmental & Public Health Engineering)  
B.Sc. Civil Engineering, UET Taxila  
Master of Engineering, IHE Delft, Netherlands  
Joined NESPAK: 1990  
Total Experience: 31 Years  
Specialty: Public Health Engineering

8. Muhammad Arif Changezi  
Vice President/Head (Architecture & Planning Karachi)  
B.Arch. Diploma Environmental Design, National College of Arts Lahore  
Joined NESPAK: 1989  
Total Experience: 34 Years  
Specialty: Architectural Design & Project Management

9. M. Dawood Rana  
Vice President/Head (Highways & Transportation Engineering)  
B.Sc. Civil Engineering UET, Lahore  
Joined NESPAK: 1992  
Total Experience: 30 Years  

10. Muhammad Zargham Eshaq Khan  
General Manager/Head (Building Services)  
B.Sc. Electrical Engineering, UET Lahore  
M.Sc. Engineering in Advanced Optical Technologies, Erlangen, Germany  
Joined NESPAK: 1993  
Total Experience: 28 Years  

11. Danish Raza  
General Manager/Head (Islamabad Office)  
M. Engineering, Transportation Engineering Asian Institute of Technology, Bangkok, Thailand  
Joined NESPAK: 1990  
Total Experience: 31 Years  

12. Muhammad Farooq  
General Manager/Acting Head (Karachi)  
B.E (Civil) MUCET, Jamshoro  
M. Engg. Construction Engineering & Management, AIT, Bangkok, Thailand  
Joined NESPAK: 1988  
Total Experience: 32 Years  

13. Rizwan Zain-ul-Abedin  
General Manager/Acting Head (Monitoring & Quality Control)  
M.Sc. Civil Engineering, UET Lahore  
B.Sc. Civil Engineering, UET Lahore  
Joined NESPAK: 1989  
Total Experience: 33 Years  
14. Ahmad Said  
General Manager/Head (Business Development)  
B.Sc. Civil Engineering, UET Lahore  
M.Sc. Engineering Construction Management, The University of Birmingham, UK  
Joined NESPAK: 1991  
Total Experience: 30 Years  
Specialty: Project Management, Contract Administration and Business Development

15. Omer Farooq  
General Manager/Head (Human Resources)  
B.Sc. Civil Engineering (Hons), UET Lahore  
M.Sc. Civil Engineering, Purdue University, USA, MBA, Purdue University, Krannert School of Management USA (1 Year Course Work)  
Joined NESPAK: 1990  
Total Experience: 31 Years  

16. Ahsan Anwar  
General Manager/Head (Coordination)  
B.Sc. Civil Engineering, UET Lahore  
Master’s in Business Administration (MBA), University of the Punjab Lahore  
Joined NESPAK: 1993  
Total Experience: 29 Years  
Specialty: Corporate Management, Construction Planning and Monitoring, Civil Engineering Construction Management, Administration and Quality Assurance of Documents

17. Syed Tajammal Hussain  
General Manager/Head (Water & Agriculture)  
M.Sc. Water Resources Management, UET Lahore  
B.Sc. Agriculture Engineering, University of Agriculture Faisalabad  
Joined NESPAK: 1992  
Total Experience: 30 Years  
Specialty: Hydrology, Sedimentation and Flood Management

18. Kaukab Hussain Bhatti  
General Manager/Head (Contracts Division)  
B.Sc. Civil Engineering, UET Lahore  
Joined NESPAK: 1990  
Total Experience: 30 Years  
Specialty: Procurement and Contracts Administration

19. Aziz Aslam  
General Manager/Head (Disaster Management & Reconstruction)  
B.Sc. Civil Engineering, University College of Engineering Taxila  
M.Sc. Civil Engineering, UET Taxila  
Joined NESPAK: 1989  
Total Experience: 31 Years  
Specialty: Disaster Project Management and Infrastructure & Urban Planning

20. Kamran Yousaf Kazi  
General Manager/Regional Manager (Qatar)  
B.Sc. Civil Engineering, UET Lahore  
M.Sc. Sanitary Engineering, The Netherlands  
Joined NESPAK: 2002  
Total Experience: 31 Years  
21. Faisal Majeed  
CFO & General Manager/Head (Finance)  
C.A Professional Examination Certificate  
FCA-Fellow, Chartered Accountant, Lahore  
Joined NESPAK: 2005  
Total Experience: 16 Years  
Specialty: Corporate Management, Finance, Accounts, Taxation, Audit, Company Secretarial Affairs

22. Tariq Mahmood Tahir  
General Manager/Head (Overseas)  
Qualification: M.Sc. Applied Geology, The University of Punjab, Lahore  
Joined NESPAK: 1992  
Total Experience: 29 Years  
Specialty: Geophysicist, Seism-tonic Studies, Project Management and Site Supervision of Geo technical Investigations

23. Khadim Hussain Jakhar  
Regional Manager (Muscat)  
B.Sc. Civil Engineering, UET Lahore  
Joined NESPAK: 1998  
Total Experience: 29 Years  
Specialty: Project Management, Geometric Design & Construction Supervision, Highway/Motorway Specialist and Business Promotion

24. Mohammad Shaqib  
Regional Manager (Riyadh)  
B.Sc. Civil Engineering, UET Lahore  
Post Graduate Diploma in Civil Engineering, UET Lahore  
Joined NESPAK: 1989  
Total Experience: 31 Years  
Specialty: Structural Engineering, Hydropower, Water Treatment, Technical Coordination, Project Management

25. Muhammad Zafar Aman  
Regional Manager (Kabul)  
B.Sc. Civil Engineering, UET Peshawar  
M.Sc. Geotech, NUST Islamabad  
Joined NESPAK: 1990  
Total Experience: 32 Years  
Specialty: Dam Project Management, Contract, Quality Assurance and Construction Supervision

26. Mukhtar Arshad  
Regional Manager (Kabul)  
B.Sc. Civil Engineering, UET Lahore  
M.Sc. (Quality Management) Punjab University, Lahore  
Joined NESPAK: 1993  
Total Experience: 29 Years  

27. Muhammad Nadeem Akhtar  
Acting Regional Manager (Quetta)  
B.Sc. Civil Engineering, UET Lahore  
Joined NESPAK: 2009  
Total Experience: 30 Years  
Forty-five years of glorious existence and still counting Alhamdulillah! The National Engineering Services Pakistan (Private) Limited (NESPAK) was created as a small consultancy house with meagre resources back in 1973. However, NESPAK saw a meteoric rise and assumed the status of the biggest firm in Pakistan's consultancy industry. Though the rise was phenomenal yet it was hard won. The pioneers at the Company made a lot of struggle to bring it to the position it enjoys today. NESPAK was established with a vision to get rid of foreign dependence and achieve self-reliance in the engineering consultancy sector, which it has met to a large extent.

As Poet-Philosopher Allama Muhammad Iqbal has rightly put it that change is the only constant, NESPAK has undergone a vast change during the years gone by. And it is not averse to further change—the change for the better. It has done a lot to remove barriers to competitiveness and that is why it stands by the healthy competition in the consultancy market. NESPAK is open to new challenges, techniques and better quality practices to improve its work environment and financial health.

Starting as a small group of 20 employees, NESPAK has acquired an enviable place in both the domestic and foreign markets as far as business acquisition and turnover are concerned. NESPAK operates in Pakistan and it has also undertaken projects in 37 foreign countries around the globe while having offices in Afghanistan, Oman, Qatar and the United Kingdom.

NESPAK has undertaken 3,850 projects, including 200 mega projects with a total cost of Rs. 17,362 billion (US$ 288 billion). Out of these, the Company has been carrying out 550 projects overseas worth Rs. 2,268 billion (US$ 39 billion). To date, the total business acquisition of NESPAK is estimated at Rs. 120 billion. It draws about 25 percent of its share of business from the foreign countries.

The staff strength of NESPAK stands at over 5,000 which comprises professional engineers, architects, hydrologists, geologists, environmentalists, sociologists, planners, economists and other professionals.

NESPAK has earned the reputation of working in the most difficult circumstances in the country and elsewhere. Be it the problematic areas of Balochistan or terror-stricken districts of Northern Areas, NESPAK has emerged victorious by successfully carrying out projects within stipulated time. In Saudi Arabia and Oman, it has successfully undertaken the dam and road projects in tough terrains.

The establishment of NESPAK was not only a gift to a nascent nation but also proved a great support to the engineering fraternity in Pakistan. It has been helping the engineers and other technologists in more than one ways. Its contribution towards the engineering community is enormous -- both in terms of provision of jobs and learning and practice of various disciplines under one roof. NESPAK has provided great opportunities to engineers to work as part of a collaborative effort.

Right man for the right job is a guiding principle at NESPAK and strict practice of this principle is the key to success. Quality-check ensures bigger profits for an
As NESPAK’s Managing Director, I pledge to strive for enhancing excellence at NESPAK with the sincere cooperation of its hardworking and studious employees. In order to accomplish this formidable task, I have firm plans to attain the following minimum objectives In Sha Allah, with your participation and support:

- Utmost efforts will be made to gain professional excellence, both at national as well as international levels by creating environment conducive to professional growth and interdisciplinary harmony.
- Plans are afoot to enhance professional efficiency and ethics.
- We will develop expertise in the emerging fields of engineering i.e. renewable energy, oil and gas, industrial engineering, process engineering, software engineering.
- Our business managers are carrying out aggressive business development within Pakistan and overseas, so as to create job security, economic benefits and enhance professional pride.
- Our outstanding aim is to make optimum utilisation of human resources which are the backbone of an organisation.
- Improving quality of proposals and subsequent deliverables are among our top priorities.
- Long-term steps for the welfare of NESPAK employees include our list of priorities.

There is always room for quality improvement and betterment, so there is a dire need to work together diligently, improve our work habits and modify policies, enhance work efficiency and enhance professional credibility, which is the hallmark of NESPAK.

We all know that NESPAK is a national asset, source of our livelihood and our pride and we need to strive hard for raising its respect and growth and uplifting its professional status. Let us put all of our efforts and energies together to make NESPAK a greater organisation.

May Allah give us the strength and the much-needed direction for making NESPAK a happy and proud professional organisation. Aameen

Dr. Tahir Masood
Managing Director & President
NESPAK