



Management Trainee Program – Batch II

Purpose

The Management Trainee Program at PCICL is designed to nurture fresh talent by providing young graduates with an opportunity to realize their career aspirations, gain professional exposure, and develop skills aligned with the Company's future needs. Successful candidates will be placed at the Company's Head Office in Islamabad or Karachi, in Business Development, Risk Management or Finance function.

Eligibility Criteria

Minimum Requirements:

- Bachelors or Master's degree in Business Administration, Accounting, Finance, Economics, International Business, or related disciplines.
- Minimum 16 years of education from an HEC-recognized or reputable foreign university.
- Minimum CGPA of 3.00/4.00, 4.15/5.00, or 80% marks.
- Maximum age of 28 years as of the advertisement date.

Preferred Qualifications:

- CFA or FRM qualified/enrolled candidates.
 - Proficiency in Chinese language (speaking, reading, writing).
 - Relevant experience (not mandatory).
 - Persons with Disabilities (PWDs) meeting the above criteria are encouraged to apply.
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Selection Process

- Only shortlisted candidates will be invited for a panel interview following resume evaluation.
 - Final selection will be subject to medical clearance and due diligence in line with Company policy.
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Compensation & Benefits

Grade: Executive Officer

Gross Monthly Salary: Rs. 65,000/-

Conveyance Allowance: Rs. 12,182/- per month

Fuel Entitlement: 75 liters/month (corporate card)

Perks & Allowances:

- Two Eid Bonuses (1 gross salary each)
- Leave Fare Assistance (1 gross salary annually)
- OPD reimbursement (1 gross salary annually)
- Annual performance bonus (subject to performance & management approval)

Insurance & Retirement Benefits:

- Health insurance (employee, spouse, dependent children & parents)
- Life insurance
- Provident fund @ 10% of basic salary (from date of joining)
- Gratuity: One gross salary for each completed year of service

Leave Entitlement:

- Annual Leave: 25 working days (10 cashable at the end of the year)
- Casual Leave: 10 days
- Sick Leave: 10 days

Loan Facilities:

- Personal Loan: Up to 3 salaries (0% interest, 24-month repayment) after confirmation
- House Loan: Up to 50 salaries (4% interest, 20-year repayment) after 1 year of service

Applications

Interested candidates should email their detailed resumes (including academic details, CGPA, and university), mentioning any preferred qualifications, along with a professional photograph, to careers@pakchinainvest.com no later than **August 24, 2025**.