



Khyber Pakhtunkhwa Police Counter Terrorism Department (CTD)

VACANCIES



Applications are invited from Pakistani National, having domiciles of any of the districts of Khyber Pakhtunkhwa, for recruitment against the following posts on contract basis.

Table 1: Table showing name, numbers, and qualifications of the posts.

S. No.	Name of Post	No. of Posts	Qualification and Experience
1.	Terrorism Investigating Officer (TIO) (MBS-III)	63	<p>Qualification: 16 years of education (in relevant field including criminology, psychology, law, forensic sciences, history, sociology, theology, Computer Science, Software Engineering, Computer Systems Engineering, Information Technology, Data Science, Artificial Intelligence, Cybersecurity, Information Security, Internet of Things, Cloud Computing, Robotics, virtual assets, and other disciplines of natural and social sciences).</p> <p>Experience: Minimum five (05) years (in relevant profession). Experience of conducting Investigation, and/or Enquiry, and/or Prosecution, and/or Intelligence, and/or Trial of criminal cases in person as such and/or as a Supervisor of Investigators/Enquiry Officers/Prosecutors/Intelligence Officers/Presiding Judicial Officers for at least five (05) years in their respective departments. Preference shall be given to those candidates who had the experience of conducting digital investigation, and/or enquiry, and/or prosecution, and/or intelligence, and/or trial of criminal cases in person as such and/or as a supervisor of Investigators/Enquiry Officers/Prosecutors/Intelligence Officers/Presiding Judicial Officers for at least five (05) years in their respective departments.</p> <p>Topics of Examination: For topics of examination please visit https://ctdkppolice.gov.pk/downloads/Topics_Of_Examination.</p> <p>Level of Examination: Medium Level (Details available at https://ctdkppolice.gov.pk/downloads/Level_Of_examination)</p>
2.	Terrorism Investigating Officer (TIO) (MBS-IV)	62	<p>Qualification: 16 years of education (in relevant field including criminology, psychology, law, forensic sciences, history, sociology, theology, Computer Science, Software Engineering, Computer Systems Engineering, Information Technology, Data Science, Artificial Intelligence, Cybersecurity, Information Security, Internet of Things, Cloud Computing, Robotics, virtual assets, and other disciplines of natural and social sciences).</p> <p>Topics of Examination: For topics of examination please visit https://ctdkppolice.gov.pk/downloads/Topics_Of_Examination.</p> <p>Level of Examination: Basic Level (Details available at https://ctdkppolice.gov.pk/downloads/Level_Of_examination)</p>
3.	Terror Financing Investigating Officer (TFIO) (MBS-III)	6	<p>Qualification: 16 years of education (in relevant field including Economics, Finance, Banking, Forensic Accounting, Business Administration, Commerce, Accountancy, Chartered Accountant (CA), Associate of Chartered Certified Accountant (ACCA), and Law).</p> <p>Experience: Minimum five (05) years of experience in countering terrorists financing in Banking, and/or Management of Accounts, and/or Money Value Transfer Service (MVT – Hawala/Hundi), and/or Transfer of Virtual Assets, and/or Forensic Auditing, and/or SAGE 50, and/or System Application Product (SAP), and/or Quick Book.</p> <p>Topics of Examination: For topics of examination please visit https://ctdkppolice.gov.pk/downloads/Topics_Of_Examination.</p> <p>Level of Examination: Medium Level (Details available at https://ctdkppolice.gov.pk/downloads/Level_Of_examination)</p>
4.	Terror Financing Investigating Officer (TFIO) (MBS-IV)	5	<p>Qualification: 16 years of education (in relevant field including Economics, Finance, Banking, Forensic Accounting, Business Administration, Commerce, Accountancy, Chartered Accountant (CA), Associate of Chartered Certified Accountant (ACCA), and Law).</p> <p>Topics of Examination: For topics of examination please visit https://ctdkppolice.gov.pk/downloads/Topics_Of_Examination.</p> <p>Level of Examination: Basic Level (Details available at https://ctdkppolice.gov.pk/downloads/Level_Of_examination)</p>
5.	Cyber Terrorism Investigating Officer (CTIO) (MBS -III)	12	<p>Qualification: 16 years of education (in relevant field including Computer Science, Software Engineering, Computer Systems Engineering, Information Technology, Data Science, Artificial Intelligence, Cybersecurity, Information Security, Internet of Things, Cloud Computing, or Robotics).</p> <p>Experience: Minimum five (05) years of experience in countering cyber-crime by way of Call Data Record (CDR) Analysis, and/or Internet Protocol Data Record (IPDR) Analysis, and/or Digital Forensic Analysis, and/or Cyber Patrolling, and/or Surfing of Web of all kinds, and/or Seeking and Exploring Data of Social Media Applications, and/or Programming, and/or Virtual Assets, and/or Silk Road Investigation, and/or Cyber Security, and/or Data Mining of any other kind.</p> <p>Topics of Examination: For topics of examination please visit https://ctdkppolice.gov.pk/downloads/Topics_Of_Examination.</p> <p>Level of Examination: Medium Level (Details available at https://ctdkppolice.gov.pk/downloads/Level_Of_examination)</p>
6.	Cyber Terrorism Investigating Officer (CTIO) (MBS -IV)	13	<p>Qualification: 16 years of education (in relevant field including Computer Science, Software Engineering, Computer Systems Engineering, Information Technology, Data Science, Artificial Intelligence, Cybersecurity, Information Security, Internet of Things, Cloud Computing, or Robotics).</p> <p>Topics of Examination: For topics of examination please visit https://ctdkppolice.gov.pk/downloads/Topics_Of_Examination.</p> <p>Level of Examination: Basic Level (Details available at https://ctdkppolice.gov.pk/downloads/Level_Of_examination)</p>
7.	Surveillance & Intelligence Officer (SIO) (MBS-III)	12	<p>Qualification: 16 years of education (in relevant field including Criminology, Psychology, Law, Forensic Sciences, History, Sociology, Theology, Computer Science, Software Engineering, Computer Systems Engineering, Information Technology, Data Science, Artificial Intelligence, Cybersecurity, Information Security, Internet of Things, Cloud Computing, Robotics, virtual assets, and other disciplines of Natural and Social sciences).</p> <p>Experience: Minimum five (05) years (in relevant profession). Experience of conducting Surveillance and Intelligence work as such and/or as a Supervisor of Surveillance and Intelligence Officers for at least five (05) years in their respective departments (Operating both in real and digital/virtual world).</p> <p>Topics of Examination: For topics of examination please visit https://ctdkppolice.gov.pk/downloads/Topics_Of_Examination.</p> <p>Level of Examination: Medium Level (Details available at https://ctdkppolice.gov.pk/downloads/Level_Of_examination)</p>
8.	Surveillance & Intelligence Officer (SIO) (MBS-IV)	13	<p>Qualification: 16 years of education (in relevant field including Criminology, Psychology, Law, Forensic Sciences, History, Sociology, Theology, Computer Science, Software Engineering, Computer Systems Engineering, Information Technology, Data Science, Artificial Intelligence, Cybersecurity, Information Security, Internet of Things, Cloud Computing, Robotics, virtual assets, and other disciplines of Natural and Social sciences).</p> <p>Topics of Examination: For topics of examination please visit https://ctdkppolice.gov.pk/downloads/Topics_Of_Examination.</p> <p>Level of Examination: Basic Level (Details available at https://ctdkppolice.gov.pk/downloads/Level_Of_examination)</p>

Terms & Conditions:

Recruitment. _ Recruitment to the posts shall be carried out in accordance with The Khyber Pakhtunkhwa Market-Based Salary (MBS) Policy – 2025. The policy is available at www.ctdkppolice.gov.pk/downloads. Some of the Terms of employment from THE KHYBER PAKHTUNKHWA MARKET-BASED SALARY (MBS) POLICY – 2025 are reproduced below:

- i. This policy is structured around best hiring practices and follows a structured multi-stage evaluation process by attracting a pool of candidates through detailed advertisement. Each stage is designed to independently assess candidates based on their skills, expertise, and performance potential. Unlike traditional government hiring practices, no scores will carry forward between stages. Following will be the stages in the hiring process:

Stage 1 – Initial Screening (CV Review):

- Candidates' academic credentials, cover letter, Curriculum Vitae (CV), and professional track records are to be assessed.
- Background checks and verification of references.

Stage 2 – Aptitude Test:

- A standardized test shall be used to assess basic proficiency as per GRE (Detail of topics is available at [Link](#)) for MBS-III & MBS-IV.
- Scores from this stage shall not be carried forward to the next stage.
- Testing shall also include assessment of technical competency including financial, technical, and strategic skills.
- A case study/problem-solving approach may be applied.

Stage 3 – Competency-Based Interviews:

- At least one detailed interview will be conducted with a three-member panel evaluating candidates' ability to fulfil job requirements.
- ii. For MBS-III posts: civil servants including governments servants – judicial officers, prosecutors, police officers, army officers, intelligence officers, serving or retired – having experience of not less than 5 years may also apply if he fulfills the conditions laid down in the table 1 above.
- iii. Employees of autonomous/semi-autonomous financial institutions, serving or retired, having relevant experience of not less than 5 years may also apply.
- iv. Individuals having relevant experience, not less than 5 years, of serving in private organizations, may also apply.
- v. Individuals having relevant experience, not less than 5 years, of self-employment, may also apply.
- vi. For MBS-IV posts: no experience is required.
- vii. Serving officers are required apply through proper channel along with No Objection Certificate (NOC) from their parent department.
- viii. Applications for the vacancies shall be accepted only online at our web portal www.ctdkppolice.gov.pk
- ix. The Web Portal (www.ctdkppolice.gov.pk) will stop accepting applications precisely at 11:59 PM on Monday, 06th October 2025.
- x. Syllabus for the written and practical tests available at www.ctdkppolice.gov.pk under the heading "Downloads".
- xi. No TA/DA will be paid for test/interview.
- xii. Counter Terrorism Department (CTD), Khyber Pakhtunkhwa (KP) reserves the right to accept or reject any or all applications without assigning any reason.
- xiii. Counter Terrorism Department (CTD), Khyber Pakhtunkhwa (KP) reserves the right to reduce or increase number of vacancies against the advertised positions.

Contract of Employment. _ Upon selection a candidate may enter into a contract with Counter Terrorism Department (CTD), Khyber Pakhtunkhwa. In addition to the terms and conditions laid down in THE KHYBER PAKHTUNKHWA MARKET-BASED SALARY (MBS) POLICY – 2025 & CONTRACT EMPLOYMENT POLICY – 2002 (No. FD(SOSR-III)12-1/2002, Dated Peshawar the October, 26th 2002 (Amended time to time)), the following shall be mandatory:

- Competitive and aligned with market trends. An annual 5% increase on basic salary.
- Employees shall be entitled to TA/DA according to government policy based on their respective grades. For the purpose of this clause, MBS-I to IV grades shall be equivalent to BS-22 to BS-18 respectively.
- All appointments shall be made purely on contract basis. The term of appointment shall initially be for a period up to three years, extendible for another two years.
- Given the sensitive nature of the job selected candidates shall sign a bond to the effect that they would maintain confidentiality in terms of Official Secret Act, 1923 of the work done during the subsistence of their contract and that they would keep on appearing as witnesses in the courts of law if required even after the expiry of the contract.
- The reporting mechanism of employees hired under this policy shall be determined by the concerned Administrative Department.
- At the time of joining, the employee shall provide a Medical Fitness Certificate from a Government Hospital.
- Employees hired under this policy shall observe good conduct as outlined in Khyber Pakhtunkhwa Government Servants Conduct Rules, 1987.

Assessment. _ Candidates applying for the posts of **Terrorism Investigating Officer (TIO) (MBS-III & IV)** shall be examined and assessed in the following subjects:

S No	Subjects	Marks
1.	Law (Anti-Terrorism Act, 1997, Prevention of Electronic Crime Act, 2016, Investigation for fair Trial Act, 2013, Chapter No. 21, 22, 23, 24, 25, 26, and 27 of the Police Rules, 1934)	40
2.	<ul style="list-style-type: none">• MS Office (Word, Excel, PowerPoint)• Interrogation• Case File Preparation• Detection Through Human Intelligence• Detection Through Manual Data (CRO, Previous Interrogation Reports, Case Files and Cultivation of human sources)• Detection through digital data (CDR Analysis, I-2 charts, IPDR, Digital Forensic, CCTV footage etc.)• Detection through Polygraph Test• Prosecution and adjudication.• Detection through Forensic of Fingerprints, Ballistics, Explosives, and DNA Profiling	40
3.	English Essay	20

Candidates applying for the posts of **Cyber Terrorism Investigating Officer (CTIO) (MBS-III & IV)** shall be examined and assessed in the following subjects:

S No	Subjects	Marks
1.	Law (Anti-Terrorism Act, 1997, Prevention of Electronic Crime Act, 2016, Investigation for fair Trial Act, 2013, Chapter No. 21, 22, 23, 24, 25, 26, and 27 of the Police Rules, 1934)	20
2.	<ul style="list-style-type: none"> MS Office (Word, Excel, PowerPoint) Detection through tracking digital footprints (Ethical Hacking, Spoofing, Sniffing, Social Engineering etc.) Detection through cyber patrolling Detection through Data extraction and analysis Detection through Big Data Analysis Detection through Open-Source Intelligence (OSINT) Detection through Data Seeking, receiving, compilation, organization, and development of patterns from service providers and analysis of the same. Detection through digital data (CDR Analysis, I2 charts, IPDR, Digital Forensic, CCTV footage etc.) Detection through navigation into Webs of all kinds. 	60
3.	English Essay	20

Candidates applying for the posts of **Terror Financing Investigating Officer (TFIO) (MBS-III & IV)** shall be examined and assessed in the following subjects:

S No	Subjects	Marks
1.	Law (Anti-Money Laundering Act, 2010, Anti-Terrorism Act, 1997, Banking Companies Ordinance, 1962)	20
2.	<ul style="list-style-type: none"> MS Office (Word, Excel, PowerPoint) Detection of terrorist financing through tracking money trail of banking channels (Manual/Software). Detection of terrorist financing through tracking money trail of non-banking channels (Manual/Software). Detection of terrorist financing through tracking virtual assets (Software). Detection of terrorist financing through Financial Monitoring Unit (FMU) (Suspicious Transaction Record (STR), Currency Transaction Record (CTR), Collaboration with International Financial Intelligence Units (FIUs), goAML) Detection of terrorist financing through extortion (physically and in the cyber space). Prosecution and adjudication. Detection of terrorist financing through illegal spectrum (smuggling of goods and humans, narcotics, arms and ammunition etc.). Detection of terrorist financing through money laundering. 	60
3.	English Essay	20

Candidates applying for the posts of **Surveillance & Intelligence Officer (SIO) (MBS-III & IV)** shall be examined and assessed in the following subjects:

S No	Subjects	Marks
1.	Law (Anti-Terrorism Act, 1997, Prevention of Electronic Crime Act, 2016, Investigation for fair Trial Act, 2013, Chapter No. 21, 22, 23, 24, 25, 26, and 27 of the Police Rules, 1934)	20
2.	<ul style="list-style-type: none"> Surveillance & Intelligence gathering through human sources, cyber patrolling, surfing into all kinds of web and social engineering. Surveillance & Intelligence gathering through Open-Source Intelligence (OSINT) Surveillance & Intelligence gathering through Crime Mapping (CM) which includes plotting of presence and probability of presence of offenders/repeat offenders, probability of presence of terrorists & terrorists' organizations, digital footprints, incidents of crime, and that of individuals and institutions put under surveillance by the competent authority by using Geographical Information System (Arc GIS). The receipt, consideration, and filing, according to classification, of information received from investigating officers. The comparing of the data collected under a) and b) and the communication of any deduction therefrom to the investigation officers concerned. The preparation of a Crime Index (CI) of cases from the materials collected under a) and b) classified according to: <ul style="list-style-type: none"> methods employed by the criminals, and various clues provided by the criminals such as nicknames used; special clothing worn; peculiarities of the culprits noticed by witnesses; special weapons used; special signals used etc. etc. The preparation of a crime index (CI) of criminals. This shall normally be in two parts: - <ul style="list-style-type: none"> an index of names of known criminals classified according to their methods of operating. an index of known criminals classified according to their peculiarities of appearance, gait, speech, nicknames, etc. The publication of the Daily Criminal Intelligence Gazette (DCIG) containing surveillance reports on the persons on the 4th Schedule of the Anti-Terrorism Act, 1997, absconders, proclaimed offenders (POs) and potential terrorists and subjects stated at para (a), (b), (c), (d), and (e) above and any other matter affecting law and order by the terrorists, proscribed organizations etc. The publication of the weekly Criminal Intelligence Gazette (WCIG) containing surveillance reports on the persons on the 4th Schedule of the Anti-Terrorism Act, 1997, absconders, proclaimed offenders (POs) and potential terrorists and subjects stated at para (a), (b), (c), (d), and (e) above and any other matter affecting law and order by the terrorists, and the proscribed organizations etc. 	60

	<ul style="list-style-type: none"> • The provision of information by means of which the Superintendent of Police CTD may be assisted in controlling the crime related to terrorism of his district, forestalling outbreaks of crime and directing preventive operations. • To co-ordinate and guide the efforts of Police Station staff throughout the district in securing the arrest of absconders and proclaimed offenders and in locating absentee bad characters, criminal tribesmen and other untraced persons and to maintain close co-operations with the C.I. As of other districts in this work. • When information received from records or otherwise indicates that a series of cases, whether within the jurisdictions of one or of several police stations, is the work of the same criminal or of a gang to coordinate or, under the orders of the Superintendent of Police CTD, direct the investigation of such cases. • Maintain Personal Files (PF), History Sheets (HS), and Digital Profiles (DP) of absconders and Proclaimed Offenders, and proscribed persons on the 4th Schedule of the Ant- Terrorism Act, 1997. 	
3.	English Essay	20

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