CHIEF OPERATING OFFICER

Karachi | Full time | Reporting to the ICAP President and Council

The Institute of Chartered Accountants of Pakistan (ICAP), established under the Chartered Accountants Ordinance 1961, custodian of the prestigious 'CA Pakistan' brand, is a regulatory body committed to advancing the accountancy profession, upholding ethics, serving public interest and safeguarding institutional credibility. Its members hold leading positions in finance and business locally and globally.

ICAP is seeking a Chief Operating Officer to convert Council strategy into measurable institutional performance. This leadership opportunity offers a significant mandate to shape the future of the profession.

Key Responsibilities:

- Translate Council-approved strategies into institutional plans, budgets, and KPIs and ensure effective and disciplined execution.
- Lead day-to-day executive and regional operations, driving operational excellence, service quality, effective controls, cybersecurity preparedness and business continuity.
- Drive financial sustainability through financial stewardship, revenue growth and cost optimization, including effective management of investments within approved policies and delegated authority.
- Oversee approved infrastructure, capital and digital transformation initiatives, including data and AI-enabled services.
- Maintain relationships with regulators, government, employers, academia and international professional bodies, to advance ICAP's institutional mandate.
- Enable operational delivery and support of education, examinations, professional development and member/student services, while respecting the autonomy of relevant boards and committees.
- Lead executive management, building capability, succession pipelines and an accountable, high-performance culture.
- Monitor institutional performance, manage operational risks and ensure compliance with approved governance frameworks. Operate within authority delegated by Council, supporting the distinction between Council's governance and oversight role and management's execution responsibilities.

Required Education, Experience and Skills:

- CA (preferably ICAP member) or MBA/equivalent postgraduate qualification from an HEC recognized University / reputable international university.
- Over 12 years of progressive professional experience, with at least 5 years in senior leadership.
- Sound understanding of governance, regulatory requirements and public-interest responsibilities Proven leadership experience in professional bodies, regulatory institutions, or complex stakeholder-intensive organizations; experience in a corporate environment will be an advantage.
- Strong strategic, financial and commercial acumen, with demonstrated ability to drive institutional performance and sustainability.
- Proven capabilities in people leadership, culture transformation, digital innovation and change management.

ICAP

EXECUTIVE CAREER OPPORTUNITY

ICAP is an equal opportunity employer. Please note that the employee retirement age at ICAP is 60 years.

Apply online using https://career.icap.org.pk/ or send your CV to hrd@icap.org.pk by November 20, 2026.

The job offers market-competitive remuneration and benefits including Institute maintained car.