

**Position Title:** Executive Director

### **About PILAP**

Public Interest Law Association of Pakistan (PILAP) is a non-partisan, non-profit platform dedicated to protecting fundamental rights, promoting the rule of law, and strengthening democratic accountability in Pakistan. It brings together citizens, lawyers, activists, and professionals to champion issues of public interest through legal interventions, civic engagement, and strategic advocacy.

Through campaigns, legal action, and partnerships, PILAP works to ensure that every citizen's voice is heard, rights are safeguarded, and institutions remain accountable. Inspired by global civil liberties organisations but rooted firmly in Pakistan's context, PILAP serves as a bridge between the legal system and the people, empowering society to demand justice and equality.

### **Job Description**

The Executive Director will provide visionary leadership and strategic direction for a social enterprise committed to advancing public interest causes. The Executive Director will drive organizational growth, impact, and sustainability by balancing social objectives with sound business practices, engaging stakeholders, and fostering innovation.

### **Key Responsibilities:**

- Develop and execute the strategic plan to fulfill the social enterprise's mission and maximize public interest impact.
- Lead and inspire a diverse team to deliver programs and services that address critical social issues.
- Oversee the financial health of the organization, including budgeting, fundraising, revenue generation, and resource allocation.
- Build and maintain partnerships with government, nonprofits, private sector, and community stakeholders.
- Advocate for the organization's mission and represent it in public forums, media, and industry networks.
- Ensure compliance with legal, ethical, and regulatory standards relevant to the social enterprise sector.
- Monitor and evaluate program effectiveness and social impact, adapting strategies to improve outcomes.

### **Qualifications:**

- Proven leadership experience in social enterprises, nonprofits, or mission-driven organizations.
- Deep understanding of public interest issues and social impact frameworks.

- Strong business acumen with experience in financial management, fundraising, or revenue diversification.
- Excellent communication, stakeholder management, and advocacy skills.
- Ability to innovate and adapt in a complex social and economic environment.
- Passionate commitment to social justice, equity, and sustainable development.

**Desired Attributes:**

- Strategic thinker with a collaborative leadership style.
- Results-oriented with a focus on measurable social and financial outcomes.
- Skilled at building inclusive and diverse teams and partnerships.
- High integrity and transparency in decision-making.

This role is ideal for a visionary leader dedicated to leveraging enterprise solutions for meaningful public benefit.

**Location**

This is a remote position, open to candidates based in Islamabad, Lahore, or Karachi. Depending on organisational requirements, the selected candidate may be asked to attend in-person meetings at the office in their respective city.

**Application Process**

Interested candidates must apply through this [application form](#). The form requires uploading both a CV and a cover letter explaining suitability for the role. All fields are mandatory.

**Note:** Interviews will be conducted on a rolling basis.