

ANNEX 1: TERMS OF REFERENCE

RECRUITMENT OF JUNIOR DRUPAL DEVELOPERS

1. **BACKGROUND**

1.1. African Development Bank Group

The African Development Bank Group (AFDB) is a regional multilateral development finance institution established in 1963 with a mandate to further the economic development and social progress of African countries, individually and collectively.

The Bank has approximately over 2000 staff members, who have been recruited from a wide geographic area only limited by membership in the Bank. There are currently 80 different nationalities from Africa, Asia, Europe, and the Americas represented within the Bank making the institution multicultural in every sense of the word. The Bank has two official languages: English and French. It co-operates with a large network of international development partners.

1.2. Corporate Information Technology Services Department (CHIS)

The strategic objective of the Corporate IT Services department (CHIS) at the Bank is to align the IT delivery strategy along with the Bank's business strategy, to increase the organizational effectiveness through efficient use of the Information Systems (IS). Under the leadership of the Bank's Information System's Director, CHIS department is mandated by the Bank to deliver the best possible IT services for Bank staff and help achieve the results that will get the Bank closer to accomplishing its development goals.

2. **OBJECTIVE**

The main objective will be to provide technical assistance in the development, maintenance, and support of Drupal-based applications, as well as other web applications developed by the Department. The consultant will be required to gather and analyze requirements, program all or selected components of web applications, and document components and applications.

3. **SCOPE OF THE SERVICES**

The consultant duties will be as follows:

- The design, creation, testing, implementation and support of complex browser-based pages, systems, and mobile applications.
- Site and mobile application designs from client specifications
- Integrate web applications with other technologies
- Makes recommendations towards the development of new web and mobile capabilities or reuse of existing ones.
- Provide peer-to-peer Quality Assurance of web and mobile developments to development standards and requirements specifications
- Use appropriate tools to make finished web and mobile material available on a web server.

- Maintain familiarity with a substantial range of relevant web sites, mobile application and participates in significant discussions on developments in tools and technology and use the knowledge to advise clients/users of current/future trends, and to anticipate any necessary changes to standards in the employing organization.
- Anticipate client/user requirements, implement additional feedback and data gathering mechanisms where required.
- Select and use appropriate tools and techniques to provide interfaces to new and existing applications and advise clients/users and developers on technical matters relating to such interfaces.
- Liaise with clients/users on all aspects of application creation, from fundamental principles to implementation details.
- Provide guidance and assistance to Bank staff in any aspect of program design, creation, testing and documentation.
- Train and ensure proper knowledge transfer to Bank staff
- Provide full documentation, all source codes, and all development artifacts upon completion of the assignment.

4. **DELIVERABLES**

The following is the list of expected deliverables during the assignment:

- Web and mobile solutions that meet user expectations
- Data Analytics and dashboards
- System and program tests
- System and program documentation
- Well-designed Browser-based and mobile application pages
- Browser-based systems with good usability
- Browser-based systems with good visitor frequency profile
- Users empowered through workflow automation

5. **PROFILE OF THE CONSULTANT**

- Master's degree or equivalent in computer science, software development.
- Between 2- and 4-years' experience in web and mobile application development including graphics, layout, scripting, programming, etc.
- Less than 32 years age.**
- Expertise in Drupal (Module Development and Theming)
- Expertise in building web services, Rest, OData using Drupal is must
- Practical experience in HTML5 tools, JavaScript, CSS, SQL, graphics creation, multimedia creation.
- Proficiency in UI/UX Design with knowledge of the latest tools is a must to have
- Strong knowledge of mobile applications development and deployment
- Strong knowledge of image manipulation software (Photoshop)
- Very good knowledge and experience in the BI development, dashboard, and data visualization tools

- Good knowledge on SQL Server Databases et open-source databases such as MySQL is a plus

- Good interpersonal skills.
- Excellent written and oral communication skills
- Good knowledge about guidelines for website accessibility.

6. DURATION

The assignment duration is **06 months** from the date of signing the contract.

7. LOCATION

The work will be carried out remotely during the Covid-19 lockdown period. If the situation changes, the work will be done at the Bank's HQ in Abidjan.

8. REPORTING

The consultant will report to the Chief of Business Solution Development.

9. REMUNERATION

The consultant will receive a monthly lump sum rate based on his experience. No additional benefits or per diem will be paid. The individual consultant is responsible for his/her own health insurance and own accommodation costs.