

CALL FOR PROPOSALS

Position title	Senior Software Developers/Engineers (Consultancy)
Number of Organization	1
Duration	1 year
Tentative Period	March 2023-February 2024

Introduction

The International Centre for Migration Policy Development (ICMPD) is an international organization with 19 Member States and active in more than 90 countries worldwide, it takes a regional approach in its work to create efficient cooperation and partnerships along migration routes. Priority regions include Africa, Eastern Europe and Central Asia, Mediterranean, Silk Routes, Western Balkans and Türkiye. ICMPD has vast experience in bridging the gap between theory and practice. According to these principles, ICMPD provides policy makers with the necessary groundwork needed to make decisions. The ICMPD regional office for West Africa is located in Abuja.

1.1 ICMPD is seeking the service of a Senior Software Developer as a consultant/short term expert or company to identify and implement an integrated solution to automate the recruitment and promotion processes for one of our partner institutions in Nigeria.

2 Tasks

Identify and implement centralized ICT solutions (software and hardware) needed for the deployment of an integrated Recruitment portal; personnel information management database system; and the installation of a server (hardware) with minimum requirements as follows:

- i. A centralized records Management system
- ii. Human Resource Information System (HRIS)
- iii. Manages the entire employee life cycle of the officers of our partner institution.

3 The new system profile should

- Integrate with the National Identity Commission (NIMC) database
- The existing HR Systems of our partner institution
- The system should have a Dashboard for reporting, personnel management including; recruitment, promotion, leave management, performance tracking, training etc.
- The System will be Hybrid (Both Cloud and On Prem)
- Must offer data security and personnel privacy
- The Galaxy GBB will provide network resources and Storage for Backup services for the System

4 Deliverables/ Key Results Expected

- Draft ICT requirements/assessment report and work plan for implementation
- E-HRM system successfully deployed
- Customization and deployment of the PMIS according to Business Rules defined in sync with the Career Progression Framework of our partner institution
- Test-running and Migrating of data from the current system
- Successful deployment and test run of (in cloud and on Prem) servers
- Installation of applicable work-stations' hardware and software
- Joint training of officials of our partner institutions

5 Required Expertise and skills

- Proven extensive experience in implementing and managing an Electronic Human Resource Management system (E-HRM)
- Experience with professional software engineering best practices for the full Human Resource software development life cycle, including coding standards, code reviews, source control management, build processes, testing, and operations.
- Proven experience building complex web systems that have been successfully delivered to clients
- Extensive experience in software development, scripting, and project management
- Experience using system monitoring tools (e.g. New Relic) and automated testing frameworks
- Proven extensive knowledge of selected programming tools (e.g. Bootstrap, Python, HTML, C++)
- In-depth knowledge of relational databases (e.g. PostgreSQL, MySQL) and NoSQL databases
- Familiarity with various operating systems (Linux, Mac OS, Windows)
- Experience in building large, highly available distributed systems. Experience as a team lead is an added advantage.
- Focus on building solutions utilizing an agile approach: close relationships with relevant stakeholders, communicating and digesting real-time feedback.
- Ability to take a project from scoping requirements through the actual launch of the project.
- Excellent communication and presentation skills.

6 Desired Qualifications

- International certification eg: SEMC, CCSP, PMP, etc is strongly desired
- 5+ years of experience in advanced software engineering
- 4+ years of professional experience in professional web development
- Proficiency in (verbal/written) English.

7 Methodology

All applicants will submit a methodology to include the following:

- Technical document detailing the methodology the Developer will use in deploying the above project and a budget proposal. (preferably in table format).
- Share samples of previous projects (only share those in public domain).
- A work plan detailing the timeline and total number consultancy days using the above indicative period. The work plan should be very clear and should also be in a table format. See example below:

ACTIVITY	NUMBER OF DAYS	DATE AND TIMELINE				
XX						
XX						
XX						
XX						

8 Reporting lines

The Experts will report to the Project Manager, Matthias ESENE (Matthias.esene@icmpd.org) who will be in charge of the overall supervision both in terms of administrative and content issues, and who will provide input and comments on deliverables as needed.

Kindly send your applications and methodology to:

Okafor Joseph

Joseph.okafor@icmpd.org

cc. Matthias.esene@icmpd.org