

REQUEST FOR EXPRESSIONS OF INTEREST

“SENIOR BUSINESS INTELLIGENCE DEVELOPER”

AFRICAN DEVELOPMENT BANK
Avenue Joseph Anoma, 01 B.P. 1387, Abidjan, CÔTE d'IVOIRE
Corporate IT Services Department (TCIS)
E-mail : IT_Recruitment@afdb.org

Expressions of interest are being requested for **SENIOR BUSINESS INTELLIGENCE DEVELOPER**

Brief description of the Assignment: The African Development Bank Group (AfDB) wishes to recruit a **Senior Business Intelligence (BI) Consultant with extensive hands-on experience in data integration/processing, warehousing, and presentation**. He/She will be responsible for developing and maintaining business intelligence solutions that support decision-making processes. He/She will work closely with other members of the BI development team to document, design, develop and maintain data models, ETL¹ processes, dashboards, and reports. He/She will also collaborate with end-users to gather requirements and provide support as needed.

Department issuing the request: Corporate Information Technology Services (TCIS)

Place of assignment: Abidjan /Cote D'Ivoire

Duration of the assignment: 03 months.

Tentative Date of commencement: 01 June 2023.

Detailed Terms of reference for the assignment: The TOR is in annex 1 below.

Deadline for applications: 05 May 2023 at 17h00 Abidjan local time.

Applications to be submitted by email to: IT_Recruitment@AFDB.ORG

Any questions and requests for clarifications may be sent to: IT_Recruitment@AFDB.ORG

Please attach updated Curriculum Vitae on the basis of the template below:

MODEL CURRICULUM VITAE (CV)

Title of the Assignment:

Department:

Surname:

Birth Date:

Address:

Telephone:

First Name:

Nationality:

Country:

E-mail:

¹ ETL: Extract Transform Load

Are any of your family members (spouse/partner, father/mother, Brother/sister, Son/daughter, etc.° employed in the African Development Bank?			Yes <input type="checkbox"/> No <input type="checkbox"/> If « Yes », the following data must be provided
Name	Relationship	Organization Unit	Place of Assignment

Language Level	Read	Written	Spoken
English	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent
French	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent
Other (specify)	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent	<input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent

Key Qualifications:

Please provide (i) a summary of your experience and training highlighting the most relevant for the proposed assignment, and (ii) the responsibilities which you exercised. Utilize one half-page maximum.

Education (University Level and above only):

Name of University - City - Country	Period		Diploma Obtained	Main Topic / Major
	From	To		

Professional Training:

Name of Training Institution- City - Country	Type of Training	Period		Certificates or Diploma Obtained
		From	From	

Employment Record:

Begin with your most recent employment. For each job since your Master Degree achievement, please indicate:

- Name of the Employer
- Type of Activity/Business of the Employer
- Title / Function
- Place of Employment
- Start and End date
- Period
- Brief Description of main accomplishments and responsibilities
- Technologies/framework used

Reference:

Please indicate the name and address of three persons with no family relationship with yourself, familiar with your character and titles.

I hereby certify that the responses which I provided above are all, to the best of my knowledge, true, complete and accurate. I acknowledge that an inaccurate statement or essential omission in a personal declaration or another document required by the African Development Bank might result in the rejection of my application, termination of my Contract or any other administrative sanction by the Bank. The African Development Bank may verify any statements which I made in this application.

Date: _____

Signature :

ANNEX 1: TERMS OF REFERENCE

RECRUITMENT OF SENIOR BUSINESS INTELLIGENCE DEVELOPER

1. INTRODUCTION

The African Development Bank Group (AfDB) wishes to recruit a **Senior Business Intelligence (BI) Consultant with extensive hands-on experience in data integration/processing, warehousing and presentation**. He will be responsible for developing and maintaining business intelligence solutions that support decision-making processes. He will work closely with other members of the BI development team to document, design, develop and maintain data models, ETL² processes, dashboards, and reports. He will also collaborate with end-users to gather requirements and provide support as needed.

2. SCOPE OF WORK

1. **Business Requirements Analysis:** Collaborate with clients to understand their business requirements, data needs, and reporting objectives. Translate business requirements into technical specifications, and develop data models, data dictionaries, and data mapping documents to guide the development of data integration and reporting solutions.
2. **Data Integration:** Design, develop, and implement data integration solutions using mainly Talend Enterprise Data Integration to extract, transform, and load data from Oracle, MySQL, SQL Server, spreadsheets, SAP S4HANA, and other sources. Ensure data accuracy, consistency, and integrity through data profiling, cleansing, enrichment, and validation.
3. **Data Processing:** Utilize Talend, PL / SQL, DAX³ and/or Java programming skills to process and manipulate data as needed to support business requirements. Perform calculations, aggregations, transformations, and validations using appropriate data processing techniques and tools.
4. **Dashboarding and Reporting:** Develop interactive and visually appealing dashboards using MS Power BI, OBIEE / OAC⁴, SAP Web Intelligence, and other relevant tools. Create visually attractive and user-friendly visualizations to present data insights to clients and facilitate data-driven decision-making.

² ETL: Extract Transform Load

³ DAX: Microsoft Data Analytics Expression

⁴ OBIEE / OAC: Oracle Business Enterprise Edition / Oracle Analytics Cloud

5. **Data Warehousing:** Design and implement data warehousing solutions using multidimensional modeling and star schema design principles. Develop data models, create and manage data warehouses, and optimize data storage and retrieval performance for efficient data processing and reporting.
6. **Technical Expertise:** Stay up-to-date with emerging trends and technologies in business intelligence, including Oracle, MySQL, SQL Server, Talend Enterprise Data Integration, MS Power BI, OBIEE, SAP Web Intelligence, PL/SQL, Java, and Oracle Application Express Framework. Provide technical guidance, expertise, and support to clients and team members (juniors) on these technologies.
7. **Project Management:** Knowledge of end-to-end BI projects, including requirements gathering, solution design, development, testing, and deployment. Collaborate with cross-functional teams, including business stakeholders, data engineers, and other IT professionals, to ensure successful project delivery within timelines and budget.
8. **Client Relationship Management:** Build and maintain strong relationships with clients, understand their business needs, and provide proactive insights and recommendations to support their strategic decision-making processes. Deliver high-quality customer service and ensure client satisfaction throughout the project lifecycle.
9. **Others:** Knowledge of *Moody's RiskConfidence* application, *Ambit Focus IFRS 9*, *MODEX Financial Planning Analysis* platform, *Oracle Discoverer* software and the *openai* models fine tuning will be a plus.

3. QUALIFICATIONS AND EXPERIENCE

1. Master's degree in computer science, information systems or related field.
2. Minimum of 5 years of experience in business intelligence, with expertise in Oracle Database, SQL Server, MySQL, Talend Enterprise Data Integration, MS Power Automate, MS Power Query, MS Power BI, OBIEE / OAC, SAP Web Intelligence, PL/SQL, Java, and Oracle Application Express (APEX) Framework.
3. Strong knowledge of data integration concepts, ETL processes, data modeling, and data warehousing principles, including multidimensional modeling and star schema design.
4. Proficient in creating interactive dashboards and reports using MS Power BI, OBIEE / OAC and SAP Web Intelligence.
5. Strong programming skills in PL/SQL, DAX and Java for data processing and manipulation.
6. Experience Oracle Application Express (APEX) framework.

7. Strong analytical and problem-solving skills.
8. Excellent communication and collaboration skills.
9. Ability to work independently and as part of a team.
10. Ability to learn and adapt to new technologies quickly.
11. Knowledge of programming languages such as JavaScript and Python is a plus.
12. Knowledge of the ERP SAP4HANA and SAP Embedded analytics will be highly appreciated.
13. Good written and oral skills in French or English with a good working knowledge of the other language.

4. DELIVERABLES

The Senior BI Consultant will be assigned to specific projects and is expected to deliver the following:

1. A well-documented requirement analysis documentation.
2. A well-documented technical documentation translating requirement to technical implementation solution.
3. A well-documented deployment and maintenance guide of the developed solution.
4. The final package of developed solution (ETL workflow and script, target data mart creation script, reports and code sources).
5. Any related project artifacts as required by the projects.

5. DURATION OF ASSIGNMENT

1. The duration of the mission is expected to be **3 months**.
2. The renewal will be subject to the consultant's performance and the availability of the budget.

6. SUPERVISION OF THE MISSION

1. The consultant will perform the assignment under the supervision of BI Team Lead within Corporate Application Services (TCIS.1) division.
2. The assignment can start as soon as possible.

7. LOCATION

The work will be carried out on hybrid mode: remotely and/or at the Bank's headquarters in Abidjan, Cote d'Ivoire.

8. 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.