

## REQUEST FOR EXPRESSIONS OF INTEREST

### ***“RECRUITEMENT OF TWO SAP ABAP HR, FIORI AND SAPUI5 DEVELOPERS”***

**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](mailto:IT_Recruitment@AFDB.ORG)**

1. The African Development Bank hereby invites Individual Consultants to indicate their interest in the following Assignment: ***SENIOR SAP ABAP HR, FIORI AND SAPUI5 DEVELOPERS***.
2. The African Bank Development is seeking the services of two consultant for a period of six months (6 months) to undertake a project: **Development of HR Processes in FIORI**. The current Project is a component of the Project “*PTVP HR Processes Reengineering and Automation Project*” approved by the Information Security Steering Committee.

The Objectives of the **Development of HR Processes in FIORI** are therefore:

- FIORI Implementation of Existing Services in SAP WebDynpro ESS/MSS
- SAPUI5 Development of HR Custom Applications and Deployment in FIORI Portal
- Technical documentations of the implementation
- Training of HR Super Users

The consultants will undertake the following duties:

- Gather the Bank’s requirements.
- Design and develop the solution based on users’ specifications.
- Perform any SAP ABAP, UI5 & Fiori developments based on users’ specifications.
- Deployment of SAP Standard Fiori apps and development of SAP Custom UI5 applications and extension of SAP standard Fiori applications according to user needs.
- Follow up with the users and other key Bank staff in carrying out the quality assurance tests, and effect requested amendments and corrections. Provide the required documentation.
- Ensure seamless integration to existing enhancements and standard SAP modules already in within the Bank.
- Develop related workflows and alert warnings for the approval processes.
- Design and develop any required Interfaces to enable proper data exchange between SAP S/4 Hana and others Non SAP systems using BAPI, PI PROXIES, WEB SERVICES or any SOA integration tools.
- Ensure knowledge proper transfer to Bank’s Staff.
- Perform any SAP ABAP development based on users’ specifications.
- Resolve any defect occur in S/4 HANA after the migration of ECC6 to S/4 HANA

### 3. Required Skills and Competencies

- At least Master / Engineering degree in Computer Sciences or related field.
- 5+ years of experience in ABAP Development experience within SAP HR module.
- Minimum 3 years of experience with FIORI, UI5, OData, NetWeaver gateway and hands-on experience in Business Application Studio or BTP environments.
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- Excellent knowledge and skills on HTML5, UI5, Java Scripts, CSS and MVC concepts.
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- Completed at least 3 projects implementing SAP Fiori Applications using SAP Fiori based on SAPUI5, OData and Net weaver Gateway in Central hup environment.
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- Masters Fiori Development Best Practices for SAP UI/UX in UI5 based development
- Strong knowledge of ABAP and SAP HCM modules like ESS, MSS, PA, OM, Time and Payroll and integration with other SAP modules.
- Minimum 3 years with development experience ABAP Object Oriented Programming, ABAP Web DynPro, ALE, IDOC, BADI, BAPI, User Exit, Data Dictionary, custom Info Types management, FPM - Floorplan manager, HR processes and forms.
- Excellent knowledge of SAP configuration and development methods and disciplines
- Understanding of relational databases, data storage, and SQL concepts. Understanding of data structures and data objects.
- Certification in SAP developments (ABAP or FIORI/UI5) is desirable.
- Excellent written and verbal communication skills in French or English is a must.
- Excellent presentation skills.
- Great problem solving, troubleshooting and analytical skills
- Experience in designing/architecting complex solutions
- Excellent in documenting specification and technical solutions
- The Consultant should have proven experience in designing, developing and implementing a major business processes reengineering within an international institution.
- Knowledge of the African Development Bank and its operations would be a plus.
- Experience with HR systems would be an added advantage

4. The **Corporate Information Technology Services Department (TCIS)** invites Individual Consultants to indicate their interest in providing the above-described services. Interested Consultants shall provide information on their qualifications and experience demonstrating their ability to undertake this Assignment (**CV, documents, reference to similar services, experience in similar assignments, etc.**).

5. The eligibility criteria, the establishment of a short list and the selection procedures shall be in conformity with the Bank's procedures for the acquisition of consulting services funded by the administrative or capital expenditure. Please, note that interest expressed by a Consultant does not imply any obligation on the part of the Bank to include him/her in the shortlist.

6. The duration of services is **six (06) months**, and the estimated starting date is **15 April 2023**.

7. Interested Individual Consultants may obtain further information at the address below during the Bank’s working hours: from 08:00 to 17:00 hours, Abidjan Local Time.
8. Expressions of interest must be received by email at the address below no later than **Monday 27 March 2023 at 17:00 hours, Abidjan local time** and specifically mentioning **“EXPRESSION OF INTEREST – SENIOR SAP ABAP HR, FIORI AND SAPUI5 DEVELOPERS”**.

For the attention of: **IT Recruitment Team**

African Development Bank

Corporate IT Services Department (tcis)

Avenue Joseph Anoma, 01 B.P. 1387,

Abidjan, CÔTE d'IVOIRE

Email : [IT\\_Recruitment@AFDB.ORG](mailto:IT_Recruitment@AFDB.ORG)

#### **9. ESTABLISHMENT OF THE SHORT LIST**

A shortlist of three to six individual consultants will be established at the end the request of expressions of interest. The consultants on the shortlist will be judged on the following criteria on the basis of their updated resume.

Level of education in general	20%
Educational level compared to the field of mission	20%
Years of experience in general	20%
Number of years of experience relevant to the mission	40%