

## REQUEST FOR EXPRESSIONS OF INTEREST

### RECRUITMENT OF SENIOR WEB DEVELOPER

**AFRICAN DEVELOPMENT BANK**  
**Avenue Joseph Anoma, 01 B.P. 1387, Abidjan, CÔTE D'IVOIRE**  
**HR Operations, Recruitment & Client Services (PTCS)**  
E-mail: [H.ESEGBA@AFDB.ORG](mailto:H.ESEGBA@AFDB.ORG)

1. African Development Bank hereby invites Individual Consultants to indicate their interest in the following Assignment: **Senior Web Developer**.

2. **SCOPE OF THE SERVICE:**

The objective of the Consultancy will be to design major and minor web applications and components including the creation of visual elements required to design a web page, such as color schemes, text formatting, and layout. The development of custom enhancements, the analysis of current and future issues, and management of standard SAP objects to support HR processes and implement required changes.

**The main objectives of the Consultant's duties will be:**

- Gather the Bank's requirements.
- Select appropriate tools, templates, and standards to create advanced, well designed and engineered web pages and systems with specified content and layout.
- Design and develop the web solutions based on users' specifications and objectives.
- Define the graphic guidelines and visual identity of HR web portal
- Design and create images, graphics, illustrations, and animations
- Ensure the visual and ergonomic standardization
- Develop the sketches and presentation mock-up
- Execute or arrange for the execution of the graphics solution
- Provide business analysis expertise to solve complex problems in corporate applications.
- Transport the developed solution from the Development platform to the Quality Assurance platform in the SAP landscape.
- 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.
- Provide the required documentation.
- Ensure knowledge proper transfer to Bank's Staff.
- When asked to do so, supervise junior consultants and report status on activities.

### 3. Required Skills and Competencies

- Master/ Engineering degree in computer science, software development or related business fields and/or equivalent work experience.
- Minimum of 5 years' experience in web applications design including graphics, layout, scripting, programming, etc.
- Practical experience in HTML tools, JavaScript, CSS, SQL, graphics creation, multimedia creation.
- Must be proficient in modern web and mobile development languages such as, React, Apache Cordova, Bootstrap and related technologies.
- Past experience in developing Humans Resources UX/UI applications and related process automation will be a plus.
- Solid knowledge in mobile and web application design.
- Solid understanding of navigation and GUI for maximizing usability and user experience. A seasoned designer with web and mobile skills is preferred Strong knowledge of image manipulation software
- Good interpersonal skills.
- Excellent written and oral communication skills
- Good knowledge about guidelines for website accessibility.

### 4. DELIVERABLES

The consultant shall submit a monthly report on the progress on expected deliverables. Payment will not be processed without clear communication on the status of the deliverables.

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

- Well-designed web browser and applications that meet functional design specifications
- Plug-in and tools that enhance the utilization and data processing of the current SAP system
- Browser-based systems with the latest functionality and usability and good visitor frequency profile
- Process automation for streamlining Human Resources processes
- Tools and resources that enhance the delivery of the HRSS team (paperless and web based, deployed to all clients)
- System and program tests
- System and program documentation
- Assist to update the web portal, enhance systems, documents to accommodate the changes and assist, as appropriate, to carry out various activities.

5. The **HR Operations, Recruitment & Client Services (PTCS)** 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 using the template attached as Annex 1 on pg.4, documents, reference to similar services, experience in similar assignments, etc.**).

**6. DURATION**

The assignment duration is expected for 1 year, renewable once subject to satisfactory performance and funds availability.

**7. LOCATION**

The work will be carried out remotely from the Consultant Office or on site at the Bank’s Headquarters in Abidjan, Cote d’Ivoire.

8. 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**.

For questions and requests for clarifications, kindly email: [N.YEO@AFDB.ORG](mailto:N.YEO@AFDB.ORG) with copy to: [K.SAIDI@AFDB.ORG](mailto:K.SAIDI@AFDB.ORG); [H.ESEGBA@AFDB.ORG](mailto:H.ESEGBA@AFDB.ORG).

9. Expressions of interest must be received **by email** at the address below no later than **Friday 09 June 2023 at 17:00 hours, Abidjan local time** and specifically mentioning “**Expression of Interest – SENIOR WEB DEVELOPER**”.

Attention: [H.ESEGBA@AFDB.ORG](mailto:H.ESEGBA@AFDB.ORG) with copy to [K.SAIDI@AFDB.ORG](mailto:K.SAIDI@AFDB.ORG)

**10. ESTABLISHMENT OF THE SHORT LIST**

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.

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%

**Annex 1 – Model of CV**

Title of the Assignment:

Department:

Surname:

First Name:

Birth Date:

Nationality:

Address:

Country:

Telephone:

E-mail:

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

<b>Language Level</b>	<b>Read</b>	<b>Written</b>	<b>Spoken</b>
English	Fair Good Excellent	Fair Good Excellent	Fair Good Excellent
French	Fair Good Excellent	Fair Good Excellent	Fair Good Excellent
Other (specify)	Fair Good Excellent	Fair Good Excellent	Fair Good 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.

Utilise one half-page maximum.

**Education (University Level and above only):**

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

**Professional Training:**

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

**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
- Brief Description (three lines maximum) of main accomplishments and responsibilities

**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: