REQUEST FOR EXPRESSIONS OF INTEREST

"RECRUITMENT OF TWO SENIOR ECM 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

1. The African Development Bank hereby invites Individual Consultants to indicate their interest in the following Assignment: *Senior Enterprise Content Management (ECM) Developers*.

2. **OBJECTIVES OF THE MISSION**

   The main objective of the mission is to implement Enterprise Content Management (ECM) modules. This includes implementation supervision, ECM application development as well as ECM configuration, integration and other tasks.

   The Corporate Information Management & Methods department is expecting to hire a senior consultant with skills in ECM configuration Java EE, Java frameworks and Javascript development.

3. **ACTIVITES & DELIVERABLES**

   The consultant will have the main task of managing the full life cycle of ECM modules implementation, including detailed business requirement definition when needed, configuration, development, and support. Among other things, it will have to perform the tasks that follow:

   Activities
   - Implement the ECM modules for which he will be responsible
   - Interact with user during the entire implementation process to produce the module that will match user expectations (Using agile methodologies)
   - Develop and test Java Enterprise Edition web applications based on ECM platform using IBM Filenet API and CMIS API. Develop according to the requirements using standards development methodologies in force within the department
   - Develop Filenet background jobs and actions.
   - Make appropriate configuration in the ECM system including:
     o Metadata definition, classification, workflows etc...
     o Connectors configuration (Sharepoint, SAP; CMIS)
     o Scanning software configuration
     o Triggered action and background jobs configuration
   - Develop or implement tools related to the Bank's file plan and metadata database management.
   - Produce appropriate documentation for each stage of the life cycle of the implementation process
   - Produce appropriate configuration documentations and user manuals.
   - Supervise junior consultants or external firms work
   - Supervise training and assistance to end-users.
   - Knowledge transfer to the Bank staff.
   - Any other activities in relation with Business Development

Deliverables
- User business requirements when needed
- Fully workable systems and configurations
- Modules Design and configuration documentation.
- Test cases
- User manuals.

4. QUALIFICATIONS AND EXPERIENCE REQUIRED

The candidate must have the following skills and qualifications:

i. *Skills in the following areas*:
- At least Master / Engineering degree in Computer Sciences or related field.
- Minimum 5 years experience in IT systems implementation
- Minimum 2 years experience in Enterprise Content Management platforms (Configuration, Administration, Development). IBM Filenet preferably.
- Good experience in developing applications using the Java language (Java Enterprise Edition), HTML5 and Javascript frameworks.
- Experience in scanning software
- Experience working with institutions in development or the big business industry.
- Knowledge of the techniques and technologies of communication.
- Proficiency in English and/or French

ii. *Qualifications in the following areas*:
- Knowledge of Enterprise Content Management platforms. Knowledge of IBM Content Foundation (Filenet) is highly desirable. This Includes advanced configuration like meta-data definition, triggered action and background jobs development and configuration, import script configuration, etc…
- Knowledge and proven experience in Java Enterprise Edition web applications development and related frameworks.
- Knowledge and proven experience in development of ECM application using APIs like CMIS or Filenet API.
- Knowledge of scanning software and advanced configuration (Kofax Express and/or IBM DataCap preferably)
- Knowledge of HTML5, JavaScript, CSS3 XML and JSON
- Good experience in the use of javascript frameworks especially AngularJS, JQuery bootstrap
- Knowledge of the use of the web services,
- Knowledge of Tomcat preferably or of JavaEE application servers,
- Experience in the development of Mobile (iOS, Android) solution
- Knowledge in the use of GIT and Team Foundation Services (TFS) and/or Azure DevOps

5. 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 using the template as Annex 1, documents, reference to similar services, experience in similar assignments, etc**.).

6. 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.

7. The assignment period is expected to last **twelve (12) months**.

8. The commencement date is expected for **01 September 2023.**

9. The work will be mainly carried out at the Bank's Headquarter in Abidjan, Cote d'Ivoire.

10. 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.

11. Expressions of interest must be received by email at the address below no later than **Friday 07 July 2023 at 17:00 hours, Abidjan local time** and specifically mentioning **"Expression of Interest - Senior ECM 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**

12. 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%

Annex 1 – Template of CV

Title of the Assignment:
Department:
Surname: First Name:
Birth Date: Nationality:
Address: Country:
Telephone: E-mail:

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

Language Level	Read	Written	Spoken
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 **From To**	Diploma Obtained	Main Topic / Major

Professional Training:

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

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: