TIC TIMOR "MATADALAN TEKNOLOJIA RAILARAN"

TERMS OF REFERENCE	UID SENIOR DEVELOPER	TOR Number: TIC/UID/22.009
		APPROVED: Executive Director
		CHECKED: Human Resource
		ORIGINATOR: UID Secretariat
		ISSUE DATE: 8 March 2022
Job Location	**TIC TIMOR I.P Office in Palacio do Governo, Dili, Timor-Leste**	
Contract type	**National**	
Contract Duration	**Until December 2022 with possibility of extension**	
Reporting Line	**Technical Lead**	

I. BACKGROUND

TIC TIMOR IP is an ICT agency established under the decree law number 29/2017 on 29th August 2017. The primary objective of the establishment of the agency is to improve effectiveness and efficiency of service delivery through the electronic Government including the initiative and implementation of a structure that can improve service delivery of the Information and Communication Technology that is stable, secured nationally and internationally, define a standard to guarantee compatibility of equipment and software including interoperability of systems and applications, security of data in relation to Government's activity with its citizen and public institutions.

II. OBJECTIVE

TIC TIMOR I.P is establishing a Directorate of Unique Identification (UID) to carry out the implementation of the approved Integrated Strategic Unique Identification to all citizens and residents in Timor-Leste. Therefore, we are looking for an experienced developer to fill the position of **UID Senior Developer** with exceptional relevant skills with meticulous attention to details, working well under pressure, and meeting deadlines so to support the Directorate of Unique ID.

The UID Senior Developer, Specialist will work under the supervision and overall guidance of the UID Technical Lead, and work in close coordination with UID System Integrator(s), UID Business Analyst and TIC's Application and Support Division.

III. SCOPE OF WORK

1. Design, implement, and customize modules based on the defined use cases for the UID System
2. Perform all necessary software maintenance, including coding, testing, debugging, upgrading and modifications of software required
3. Apply software development methodologies as directed by the Technical Lead, implement and test Systems and software components
4. Define, develop, and implement Systems and software technical specifications based on business requirements
5. Develop and maintain Systems and software documentation to facilitate maintenance and upgrade activities
6. Fix critical issues with quick turnaround time.

7. Provide the necessary technical support and work on a team basis to all members of the UID team to accomplish the software development and implementation tasks
8. Develop and provide a monthly software project status report describing the development of the above activities and any issues that may emerge, with conclusions and recommendations.
9. Strong and effective inter-personal and communication skills and the ability to interact professionally with a diverse group of staffs
10. Perform any other tasks requested by relevant superiors.

IV. SELECTION CRITERIA

1. Bachelor's degree in Computer Science or related field or equivalent experience;
2. Minimum 7 years of experience in a computing environment with multiple programming languages such as Python, Java, JavaScript, etc;
3. Experience VM, Docker containers, Sprint framework, Kubernetes on Linux based Operating System.
4. Experience in Scripting Linux shell programming, Perl, JavaScript et;
5. Proven database programming with PL SQL, SQL / Optimization (expert level), MySQL /SQL Server (Large Scale Systems) My SQL is a plus.
6. Experience in configuration management such as Jenkins, Maven, Github etc;
7. Good experience with working in the client server architecture.
8. Experience in using Agile methodologies.
9. Motivated, self-directed, multitasker and proactive.
10. Experience with Linux and UNIX-based operating systems;
11. Experience using and manage large-scale VMs;
12. Ability to work on multiple technologies and learn new ones if needed;
13. Strong programming ability with understanding of technology architecture;
14. Personal qualities of integrity, credibility, and dedication to program success;
15. Fluency in the English language (written and verbal) is essential and working knowledge of Portuguese is preferred.

V. KEY DELIVERABLES

1. In accordance with the scope of work listed above.
2. Within four (4) weeks of commencement of the assignment, develop an Annual Work Plan that is consistent with the relevant activities and performance indicators, for approval by the Executive Director.
3. Prepare and submit Quarterly Progress Report to the Executive Director in accordance with annual work plan
4. End of Assignment report to the Executive Director, no later than 10 working days prior to the end of contract.

VI. PERFORMANCE EVALUATION

The performance will be appraised and evaluated by the TIC TIMOR I.P management, using the Performance Appraisal System. This process will include a probation review within three (3) months of the commencement of the contract, regular reporting, ongoing workplace communications and annual performance appraisal. Performance indicators are in place for all areas within the Institution, and staff work will be contributing to the achievement of the priorities as set out in their TOR and in the Institution's Five Years Plan.

The above terms of reference and qualifications are not meant to be all-inclusive. Additional responsibilities and qualifications may be added at any time by the employee's direct supervisor or Executive Director of TIC TIMOR I.P.

TIC TIMOR IP is an Equal Opportunity Employer that encourages applications from persons with disabilities and members of underrepresented groups.

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http://tic.gov.tl