



## TIC TIMOR “MATADALAN TEKNOLOGIA RAILARAN”

<b>TERMS OF REFERENCE</b>	<b>UID FULL STACK DEVELOPER (ANGULAR)</b>	TOR Number: TIC/UID/22.010
		APPROVED: Executive Director
		CHECKED: Human Resource
		ORIGINATOR: UID Secretariat
		ISSUE DATE: 8 March 2022
<b>Job Location</b>	<b>TIC TIMOR I.P Office in Palacio do Governo, Dili, Timor-Leste</b>	
<b>Contract type</b>	<b>National</b>	
<b>Contract Duration</b>	<b>Until December 2022 with possibility of extension</b>	
<b>Reporting Line</b>	<b>Technical Lead</b>	

### 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 Integrated Strategic Unique Identification to all citizens and residents in Timor-Leste. Therefore, we are looking for two (2) experienced **Full Stack Developers (Angular)** to be part of the development team in charge of the development and maintenance of applications (frontend, backend) as well as the design and implementation of new functionalities.

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

### III. SCOPE OF WORK

1. Develop systems and modules graphical interfaces, web modules, database module, application reports and statistics, and any software components needed to deliver complete and functional UID System;
2. Design and implement software solutions that adhere to the UID Strategic plan;
3. Determine the extent to which solutions perform “as required” within the current environment to ensure that future solutions meet anticipated demand;
4. Ensure that the testing and handover of implemented solutions are conducted as per UID standards, therefore reducing the risk and adverse impact of change;
5. Design and implement computer application system, modules and any software components needed to support UID project;



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6. Apply software development methodologies as directed by relevant superiors to develop, implement and test Systems and software components;
7. Design, develop and implement systems and software technical specifications based on business requirements provided by the UID Directorate.
8. Develop and maintain systems and software documentation in order to facilitate maintenance and upgrade activities;
9. Provide the necessary technical support and work on a team basis to accomplish the software development and implementation tasks requested by the UID Directorate.
10. Contribute technical and professional knowledge and experience to improve systems operations and technical platform;
11. 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;
12. Strong and effective inter-personal and communication skills and the ability to interact professionally with a diverse group of staffs.
13. Any other tasks requested by relevant superiors.

#### IV. SELECTION CRITERIA

1. A.S. degree or higher in Computer Science or related field from a recognize institution or international professional certificate in a software developing language (Required).
2. Minimum 5 years working experience as Software Developer on enterprise level projects in organizations.
3. Strong Java/J2EE with Spring framework with hands on Angular framework (Required).
4. Experience working on with (CI/CD) continuous integration/deployment using Docker, Jenkins, Gitlab, Kubernetes K8 or any other related tools is a plus.
5. Knowledge and experience with REST APIs, creating API centric microservices applications, working and connecting with API.
6. Proven database programming with PL SQL, SQL / Optimization (expert level), SQL Server (Large Scale Systems) MySQL is a plus.
7. Ability to communicate in more than one of the official and working languages (Portuguese, English).
8. Familiar with Git command-line procedures in system development repositories for bugs tracking, version control and task management
9. Females with qualified skills are STRONGLY encouraged to apply.

#### 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.



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### 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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