



## TIC TIMOR “MATADALAN TEKNOLOGIA RAILARAN”

<b>TERMS OF REFERENCE</b>	<b>UID DATABASE DEVELOPER (2)</b>	TOR Number: TIC/UID/22.0011
		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 approved Integrated Strategic Unique Identification to all citizens and residents in Timor-Leste. Therefore, we are looking for **two (2) experienced Database Developers** with experience in designing stable and reliable databases according to application requirements. The persons will be responsible for developing, testing, improving, and maintaining new and existing databases to help users retrieve data effectively. He/she will work closely with web developers to ensure system consistency. He/she will also collaborate with Unique ID team to provide ad-hoc reports based on requirements.

The Database developers 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. Participate in design sessions with front-end developers, business analysts and team members to analyze business requirements and outline the proposed IT solution;
2. Translate design requirement into reliable and user-friendly solution using appropriate technology, language, and tools using defined standards;
3. Review designs and provide input to the design recommendations; incorporate security requirements into design; and provide input to information/data flow, and understand and comply to Project Life Cycle Methodology in all planning steps;



## TIC TIMOR “MATADALAN TEKNOLOGIA RAILARAN”

4. Document the detailed application specifications, translate technical requirements into programmed application modules and develop/enhance software application modules;
5. Collaborate with front-end developers in design sessions and ensuring that all solutions are aligned with the pre-defined architectural specifications;
6. Identify/troubleshoot application code-related issues; and review and provide feedback to the final user documentation.
7. Design and implement effective database solutions and models to retrieve third party data;
8. Any other tasks requested by relevant superiors.

### IV. SELECTION CRITERIA

1. Bachelor's degree in information system, computer science, software engineering or other relevant field;
2. Minimum 2 years' experience in system development as a back-end developer;
3. Excellent database design and management skills, particularly with PostgreSQL and MySQL;
4. Understanding of key concepts such as packages, functions, procedures, types, table partitioning, and more;
5. Ability to review and tune large queries for better performance
6. Experience with MySQL, PostgreSQL (relational and document data stores)
7. Working experience with Linux/Unix operating systems
8. Good knowledge in Java, spring framework, Windows, Docker, Kubernetes, Database technologies and REST APIs
9. Excellent communication and relationship building skills with an ability to prioritize, negotiate and work with a variety of internal and external stakeholders;
10. Personal qualities of integrity, credibility, and dedication to program success
11. 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



### **TIC TIMOR “MATADALAN TEKNOLOGIA RAILARAN”**

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.

END