TIC TIMOR "MATADALAN TEKNOLOJIA RAILARAN"

TERMS OF REFERENCE	UID WEB SERVICES DEVELOPER (3)	TOR Number: TIC/UID/22.012
		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 **three (3) Web Services Developers** who will work closely with the Communication team to develop web applications. The Web Developer should work cross functionally with the Unique ID Team and the Application and Support Division at TIC to review the websites and web applications standards, infrastructure requirement and security benchmarking.

The **Web Services 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. Establishes, participates, and maintains relationships with relevant divisions, and superiors in order to remain apprised of direction, project status, architectural and technology trends, risks, and functional/integration issues;
2. Defines specifications and develop programs, modifies existing programs, prepares test data, and prepares functional specifications;
3. Analyzes, designs, develops, codes and implements programs in one or more programming languages, for Web and Rich Internet Applications;

4. Identifies potential process improvement areas and suggests options and recommends approaches;
5. Supports applications with an understanding of system integration, test planning, scripting, and troubleshooting;
6. Assesses the health and performance of software applications and databases;
7. Analyzes program and application performance using various programming languages, tools and techniques that are used by GoTL Institutions;
8. Provides guidance to non-technical staff in using software and hardware systems most effectively and efficiently;
9. Reviews project proposals, evaluates alternatives, provides estimates and makes recommendations;
10. Perform any additional task and/or assignment from superior as required.
11. 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 5+ years of experience in a computing environment with multiple programming languages such as Java, JavaScript, etc;
3. Has a clear understanding of Web Technologies (HTML5, AJAX, etc.);
4. Experience with design and development of RESTful web service, converting web services from SOAP to REST or vice-versa;
5. Experience with Security frameworks (e.g., OTP, OATH2);
6. Experience in API layer like security, custom analytics, caching, logging, monetization, request and response modifications;
7. Proficient in SQL and Stored Procedures such as in MySQL, SQL Server, Oracle, etc;
8. Experience with Unix, Linux Operating Systems;
9. Experience with Agile processes;
10. Experience in creating REST API documentation using such as Swagger and YAML or similar tools desirable;
11. Experience with Integration frameworks (e.g., CodeIgnator, Laravel, ASP.NET, Django) desirable

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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