

ANNEX 1: TERMS OF REFERENCE

RECRUITMENT OF JUNIOR DRUPAL DEVELOPER

1. **BACKGROUND**

1.1. African Development Bank Group

The African Development Bank Group (AFDB) is a regional multilateral development finance institution established in 1963 with a mandate to further the economic development and social progress of African countries, individually and collectively.

The Bank has approximately over 2000 staff members, who have been recruited from a wide geographic area only limited by membership in the Bank. There are currently 81 different nationalities from Africa, Asia, Europe and the Americas represented within the Bank making the institution multicultural in every sense of the word. The Bank has two official languages: English and French. It co-operates with a large network of international development partners.

1.2. Corporate Information Technology Services Department (CHIS)

The strategic objective of the Corporate IT Services department (CHIS) at the Bank is to align the IT delivery strategy along with the Bank's business strategy, to increase the organizational effectiveness through efficient use of the Information Systems (IS). Under the leadership of the Bank's Information System's Director, CHIS department is mandated by the Bank to deliver the best possible IT services for Bank staff, and help achieve the results that will get the Bank closer to accomplishing its development goals.

2. **OBJECTIVE**

The main objective of the assignment will be mainly to assist the Business Solutions/Web team within CHIS in the implementation of e-Bank solution.

3. **SCOPE OF THE SERVICES**

The services required under the assignment include, but not limited to, the following:

- Design, development and deployment of new modules/components of existing Drupal-based Websites.
- Enhancement and maintenance of existing Drupal-based Websites.
- Revamping and maintenance of Drupal-based Websites.
- Design, development and deployment of mobile applications.
- Support to the eBank team on various initiatives around eBank components.

In the framework of the above listed activities, the consultant duties will be as follows:

- The design, creation, testing, implementation and support of complex browser-based pages and systems
- Integrate web applications with other technologies
- Provide peer-to-peer Quality Assurance of web developments to development standards and requirements specifications
- Use appropriate tools to make finished web material available on a web server.

- Anticipate client/user requirements, implement additional feedback and data gathering mechanisms where required.
- Provide guidance and assistance to Bank staff in any aspect of program design, creation, testing and documentation.
- Train and ensure proper knowledge transfer to Bank staff.
- Provide full documentation, all source codes, and all development artifacts upon completion of the assignment.

4. DELIVERABLES

The following is the list of expected deliverables during the assignment:

- Web solutions that meet user expectations.
- System and program tests.
- Well-designed Browser-based pages.
- Browser-based systems with good usability.
- Browser-based systems with good visitor frequency profile.
- Users empowered through web / workflow automation.
- Full documentation on developed modules/functions.

5. PROFILE OF THE CONSULTANT

- Master's degree or equivalent in computer science, software development.
- Between to 2- and 4-years' experience in web applications design including graphics, layout, scripting, programming, etc.
- Expertise in Drupal (Module Development and Theming)
- Practical experience in HTML tools, JavaScript, CSS, SQL, graphics creation, multimedia creation.
- Solid understanding of navigation and GUI for maximizing usability.
- Strong knowledge of image manipulation software (Photoshop)
- Good interpersonal skills.
- Excellent written and oral communication skills
- Good knowledge about guidelines for website accessibility.

6. DURATION

The assignment duration is **6 months**.

The commencement date is expected for **01 April 2022**.

7. LOCATION

The work will be carried out remotely during the Covid-19 lockdown period. If the situation changes, the work will be done at the Bank's HQ in Abidjan.

8. REPORTING

The consultant will report to the Chief of Business Solution Development.

9. REMUNERATION

The consultant will receive a monthly lump sum rate based on his experience. No additional benefits or per diem will be paid. The individual consultant is responsible for his/her own health insurance and own accommodation costs.