

**TERMS OF REFERENCE**  
**Software Developer**  
**Short Term Consultant**  
**Sindh Social Protection Authority**

**Background**

Government of Sindh (GoS), through the Sindh Social Protection Authority (SSPA), is implementing the “Strengthening Social Protection Delivery (SSPDS) System in Sindh” project with the assistance of the World Bank to strengthen social protection service delivery system and enhance accessibility and utilization of mother and child health services in selected districts in Sindh.

The project will support three components, financed through an Investment Project Financing (IPF) instrument, with US\$200 million from the International Development Association (IDA) and US\$30 million from counterpart funding. The Project components are: (a) Strengthen Sindh Social Protection Service Delivery Systems to support the modernization of systems and processes to fully operationalize the newly established Sindh SP Authority and improve its institutional capacity by strengthening the administrative, operational, policy, and planning functions and capabilities, including the development of energy efficient/climate-smart information technology (IT) systems and capacity building through the provision of technical assistance; (b) Mother and Child Support Program (MCSP) focusing on birth and first 1,000 days where risks and needs are high but programmatic responses are weak; the main objective of this component is to create demand for Maternal and Newborn Child-Health (MNCH) services and promote behavioural change to increase uptake of the MNCH services focusing on the first 1,000 days of life through the provision of CCTs in selected districts; and (c) Contingent Emergency Response with zero allocation, providing the Borrower to gain quick access to Bank financing to respond to a crisis or emergency. As part of a comprehensive disaster risk management strategy, the Contingent Emergence Response Component typically provides support for immediate rehabilitation and reconstruction needs.

**Objectives of the Assignment**

The **Software Developer** will be responsible for the design, development and integration of SSPA software applications required to support SSPA’s day to day operations including exchange with external stakeholders and the decision-making process within SSPA across hierarchy of field and head office.

**Responsibilities and work scope:**

- I. In coordination with MIS Specialist develop and implement computer application Systems, modules and any software component needed to support SSPA programmes and projects
- II. Develop Systems and module graphical interfaces, web modules, database modules, desk based and mobile applications, reports and statistics, and any software components needed to deliver complete and functional requirement by the Management Information Systems cell.
- III. Perform all necessary software maintenance, including coding, testing, debugging, upgrading and modifications of software requested by the MIS Specialist
- IV. Apply software development methodologies as directed by SSPA Management Information Systems cell to develop, implement and test Systems and software components, as requested and directed by the MIS Specialist.
- V. Design, develop and implement Systems and software technical specifications based on business requirements provided by Information Systems cell

- VI. Develop and maintain Systems and software documentation in order to facilitate maintenance and upgrade activities.
- VII. Provide the necessary technical support to all members and work as a team to accomplish the software development and implementation tasks requested by the MIS Specialist
- VIII. Contribute technical and professional knowledge and experience to improve SSPA MIS operations and technical platform
- IX. Good to have knowledge of writing SQL, Stored Procedure, Triggers, Views and Cross Platform Development
- X. Write clean, maintainable, and efficient code, and develop new features and functionalities to meet the needs of the organization
- XI. Write scrips and webservices for systems automation planning, interfacing and implementation of data efficiency, safety and consistency. Develop utilities (Webservices/DB links) for synchronization and sinking of data
- XII. Ensure complete takeover of developed software systems by external partners – once completed. Ensure all technical documentation; source code and step by step configuration guide is provided. Ensure all technical workflow and source code is understood and necessary transition of knowledge is done before signoff
- XIII. Perform any other function, as assigned by the management, related to the assignment

## **SUPERVISION**

The individual consultant will work with MIS department to perform the assigned tasks and will report to the MIS Specialist.

## **QUALIFICATIONS AND EXPERIENCE**

Following are qualification/skill requirements for the position:

- At least a Bachelor’s degree (16 years) in Software Engineering, Computer Science, Information Technology or a related field.
- At least four (04) years’ experience of working as Software Developer in organizations with large software infrastructure
- Experience with developing native Android applications will be preferred. Relevant experience in software development Web system (PHP, .NET), SDLC, Web services, SQL writing, SCRUM & waterfall model.
- Must have written professional code over 0.5 million lines preferably on enterprise level/large application(s).
- Proven database programming experience with PL SQL (1+ year), SQL / Optimization, Oracle / MySQL (large scale Systems)
- The candidate must have prior experience in taking over & enhancement of legacy code intensive applications.
- Experience with version control i.e Git, SVN, TFS etc.
- Good analytical and communication skills
- The candidate should have strong background in Systems design and implementation (UML modelling, documentation) including knowledge and experience with Systems lifecycle development methodologies

## **Selection Process**

The selection will be made using open competitive selection in accordance with the “World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services” revised in November 2020.