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REQUEST FOR EXPRESSIONS OF INTEREST

"RECRUITMENT OF JUNIOR BACKEND DEVELOPER"

AFRICAN DEVELOPMENT BANK
Avenue Joseph Anoma, 01 B.P. 1387, Abidjan, CÔTE d'IVOIRE
Corporate IT Services Department (TCIS)
E-mail: IT_Recruitment@afdb.org

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Expressions of interest are being requested for the RECRUITMENT OF JUNIOR BACKEND DEVELOPER.

Brief description of the Assignment:

In the framework of the Bank's **Digital Ambition 2030**, the Applications and Innovation Division (TCIS1) leads software development, drives innovation, and aligns IT projects with the business needs of the Bank, ensuring technological advancements are in harmony with organizational goals. TCIS is seeking a skilled Backend Developer Consultant to design, develop, and maintain our server-side applications and APIs. This role is critical to ensuring our systems are robust, secure, and well-integrated with front-end and external systems.

The consultant will carry out its duties as per the specifications and priorities defined by the Technical Lead with whom the Consultants will be working and collaborating.

Department issuing the request: Corporate Information Technology Services (TCIS)

Place of assignment: Abidjan /Cote D'Ivoire

Duration of the assignment: 12 months.

Tentative Date of commencement: 07 April 2025.

Detailed Terms of reference for the assignment: The TOR is in annex 1 below.

Deadline for applications: 21 March 2025 at 17h00 Abidjan local time.

Applications are to be submitted by email to: **IT_Recruitment@AFDB.ORG**

Any questions and requests for clarifications may be sent to: **IT_Recruitment@AFDB.ORG**

Please attach updated Curriculum Vitae based on the template below:

MODEL CURRICULUM VITAE (CV)

Title of the Assignment:
Department:

Surname:	First Name:
Birth Date:	Nationality:
Address:	Country:
Telephone:	E-mail:

Are any of your family members (spouse/partner, father/mother, Brother/sister, Son/daughter, etc.° employed in the African Development Bank?			Yes ☐ No ☐ If « Yes », the following data must be provided
Name	Relationship	Organization Unit	Place of Assignment

Language Level	Read	Written	Spoken
English	☐ Fair ☐ Good ☐ Excellent	☐ Fair ☐ Good ☐ Excellent	☐ Fair ☐ Good ☐ Excellent
French	☐ Fair ☐ Good ☐ Excellent	☐ Fair ☐ Good ☐ Excellent	☐ Fair ☐ Good ☐ Excellent
Other (specify)	☐ Fair ☐ Good ☐ Excellent	☐ Fair ☐ Good ☐ Excellent	☐ Fair ☐ Good ☐ Excellent

Key Qualifications:

Please provide (i) a summary of your experience and training highlighting the most relevant for the proposed assignment, and (ii) the responsibilities which you exercised. Utilize one half-page maximum.

Education (University Level and above only):

Name of University - City - Country	Period		Diploma Obtained	Main Topic / Major
	From	To		

Professional Training:

Name of Training Institution- City - Country	Type of Training	Period		Certificates or Diploma Obtained
		From	From	

Employment Record:

Begin with your most recent employment. For each job since your Master Degree achievement, please indicate:
- Name of the Employer
- Type of Activity/Business of the Employer
- Title / Function
- Place of Employment
- Start and End date
- Period
- Brief Description of main accomplishments and responsibilities
- Technologies/framework used

Reference:
Please indicate the name and address of three persons with no family relationship with yourself, familiar with your character and titles.

I hereby certify that the responses which I provided above are all, to the best of my knowledge, true, complete and accurate. I acknowledge that an inaccurate statement or essential omission in a personal declaration or another document required by the African Development Bank might result in the rejection of my application, termination of my Contract or any other administrative sanction by the Bank. The African Development Bank may verify any statements which I made in this application.

Date: _____
Signature :

ANNEX 1: TERMS OF REFERENCE

RECRUITEMENT OF A JUNIOR BACKEND DEVELOPER

1. INTRODUCTION / CONTEXTE

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. The Bank has two official languages: English and French. It co-operates with a large network of international development partners.

The **Corporate IT Services department (TCIS)** is responsible for the provision of efficient, effective and modern IT infrastructure and application services to support optimize and transform Bank's business process for developing Africa. Under the leadership of the Bank's Corporate IT Services Senior Director and CIO, TCIS 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

In the framework of the Bank's **Digital Ambition 2030**, the Applications and Innovation Division (TCIS1) leads software development, drives innovation, and aligns IT projects with the business needs of the Bank, ensuring technological advancements are in harmony with organizational goals. TCIS is seeking a skilled Backend Developer Consultant to design, develop, and maintain our server-side applications and APIs. This role is critical to ensuring our systems are robust, secure, and well-integrated with front-end and external systems.

The consultant will carry out its duties as per the specifications and priorities defined by the Technical Lead with whom the Consultants will be working and collaborating.

3. SCOPE OF THE SERVICES

The consultant's duties will be as follows:

- Develop and maintain RESTful APIs and server-side applications using modern programming languages and frameworks.

- Architect and implement scalable and secure backend systems.

- Collaborate with front-end developers and other stakeholders to define system requirements and integration points.

- Design and manage relational (e.g., MySQL, Oracle, MSSSQL) and/or NoSQL databases (e.g., MongoDB).

- Write efficient queries, optimize database performance, and ensure data integrity.

- Adopt Secure coding principles and implement security best practices including data encryption, secure authentication, and authorization.

- Perform regular performance testing and optimization of backend services.

- Develop and execute unit tests and integration tests to ensure code quality.

- Document the architecture, codebase, and API endpoints.

- Provide technical support and maintenance for existing backend applications, troubleshooting and resolving issues as they arise.

- Assist in setting up and maintaining CI/CD pipelines for automated testing and deployment.

4. <u>DELIVERABLES</u>

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

- Fully developed and tested RESTful APIs and backend applications.

- Performance and security optimization reports.

- Regular progress updates and participation in agile development meetings.

- A deployment-ready codebase integrated with the organization's CI/CD pipeline.

- Use Security by Design principles to implement OWASP top 10 best practices to mitigate potential code vulnerabilities.

- Detailed technical documentation covering system architecture, codebase, and API usage.

- Maintenance of existing applications and continual support on applications and data integrations for data consistency and accuracy across the Information System;

- Full documentation of the developed solutions and store these codes into the Bank source code repository.

5. <u>QUALIFICATIONS</u>

- Master's degree or engineering degree in computer science or any engineering course
- Candidate must be less than 32 years of age.
- Multi-lingual ability will be an advantage.

6. <u>PROFESSIONAL EXPERIENCE</u>

- Between 2- and 4-years' experience in building web and cloud applications
- Knowledge of Object-Oriented design and programming skills
- Proficiency in server-side programming languages (e.g., Node.js, Python, Java, PHP).

- Proven experience with backend frameworks and API development

- Familiarity with queries, database performance optimization and, API optimization.

- Strong knowledge of database design and management (SQL and/or NoSQL).

- Familiarity with security best practices, authentication, and authorization techniques.

- Collaborative problem-solving skills within cross-functional teams

- Debugging and performance optimization skills

- At least one cloud practitioner certification e.g. Azure practitioner, AWS Cloud Practitioner or OCI cloud practitioner

- Integration with RESTful APIs and third-party services

- Good understanding of Version control systems (e.g., GitLab, Azure Repo)

- Exposure to MYSQL, MSSQL and ORACLE databases

- Exposure to agile development methodologies.

- Experience with automated testing frameworks for API development.

- Familiarity with microservices architecture, cloud services and containerization tools (e.g., Docker, Kubernates)

- Knowledge cloud and web applications framework and tools is an advantage.

7. <u>**DURATION OF THE ASSIGNMENT**</u>

The contract is expected for **12 months (renewable if required)**. The commencement date is expected for 07 April 2025.

8. <u>**LOCATION**</u>

The work will be carried out at the Bank's Headquarter in Abidjan, Cote d'Ivoire.

9. <u>**SUPERVISION**</u>

The Consultant will undertake the assignment under the Technical Lead within the Application and Innovation division of the IT department.

10. <u>**REMUNERATION**</u>

The remuneration will be based on the Consultant experience and the Bank GUIDELINES ON INDIVIDUAL CONSULTANTS' REMUNERATION.