

# TERMS OF REFERENCE

for

**Individual Consultant- Project Officer (Software Programming)**

**Social Protection Project (SPP)**

**Welfare Benefits Board (WBB)**

**Ministry of Finance, Economic Stabilization & National Policies (MoF)**

## 1. BACKGROUND

**1.1 The Project.** The Social Protection Project (P178973), approved by the World Bank (WB) Executive Board, supports the Government of Sri Lanka (GoSL) in implementing key reforms that will increase efficiency and effectiveness of spending and improving the responsiveness of the social protection system. The Project Development Objective of the Project is to support Sri Lanka in providing better targeted income and livelihoods opportunities to the poor and vulnerable.

**1.2 Project Components and Funding.** The total value of the Project is US\$200 million. The first component of the Project is allocated with \$185 million to streamline and finance the new country welfare benefit payment Aswesuma. The second component is allocated with US\$7 million to pilot an economic inclusion program – which will be Sri Lanka’s first comprehensive “Economic Inclusion Pilot” – using global experience, and the third component of US\$8 million is to strengthen the government’s capacity to deliver the social protection programs.

## 2. OBJECTIVE OF THE ASSIGNMENT

The objective of the assignment is to provide technical support to WBB with the guidance of the IT Tech Lead of the PMT in WBB in carrying out developing and maintaining Integrated Welfare Management System.

## 3. SCOPE OF WORK

- The selected candidate should provide technical support to WBB with the guidance of the IT Tech Lead to evaluate the systems being developed to administer the Aswesuma Welfare Benefit Program.
- Understand the system and operational requirements of implementing an integrated welfare mechanism across the country.
- Assess the quality of the software and its scalability to meet the needs of the system requirement.
- Work closely with frontend stakeholders, designers, and backend development teams to manage the overall deliverable timelines.
- Conduct comprehensive code reviews to maintain coding standards, optimize performance, and ensure code quality.
- Collaborate with the QA team to develop and execute frontend testing strategies, ensuring a bug-free and seamless user experience.
- Evaluate and recommend suitable tools, libraries, and frameworks to ensure frontend development efficiency, maintainability, and performance.

- Identify and address technical challenges and roadblocks, employing strong problem-solving skills. Propose innovative solutions to improve the development processes, enhance user experience, and optimize performance.

#### **4. REPORTING OBLIGATION**

The Project Officer (Software Programming) will report directly to the Addl. Commissioner (Operation) of the WBB and will work closely with other staff.

#### **5. DURATION OF THE ASSIGNMENT**

This is a full-time work assignment at PMT of WBB. The services of the Project Officer (Software Programming) are required for a period of 1 year with a possible extension for up to the Project duration. The PS's services shall be subject to annual performance evaluation based on performance indicators specified below. Performance evaluation shall be the basis for extension or termination of the services. Facilities such as office space, intercom telephone facilities, personal computers, printing facilities, Internet access and stationery will be provided.

#### **6. PERFORMANCE INDICATORS**

The following performance indicators shall be used for performance assessment:

- Positive progress and good performance of the entrusted Software-programming activities, as per the system development plan;
- Timely production of QA reports and test cases.
- Positive evaluation of performance by Social Protection Project WB during prior and ex-post review;
- Timely monitoring, tracking and follow-up of the system implementation plan;
- Regular code backups and QA reports
- Efficient team work and coordination of system implementation activities.
- Support in implementing the capacity building agenda related to the system and communicate and regularly update system users including other stakeholders with proper documentation.

#### **7. CONFIDENTIALITY AND CONFLICT OF INTEREST**

The Project officer (Software Programming) undertakes to comply with WBB's and WB's policies and rules with regard to corrupt and fraudulent practices, conflict of interest and confidentiality. The Project officer (Software Programming) shall maintain confidentiality on all sensitive information obtained during the assignment and shall not publish wholly or in part the findings or such information, without the prior written consent of the WBB. Any draft reports and other documents produced by the Project officer (Software Programming) will be discussed and cleared with the PS before their final issue. A non-disclosure agreement (NDA) will be signed between the WBB and the selected candidate to be attached to the contract.

## **8. QUALIFICATIONS AND EXPERIENCE REQUIREMENTS**

- Bachelor's degree in Information and Communication Technology/ Computer Science/ Software Engineering or related field which is recognized by the University Grant Commission of Sri Lanka.
- Three year working experience in programming in a related field.
- Proficiency in PHP programming with a deep understanding of object-oriented programming (OOP) concept
- Good knowledge in using PHP frameworks and libraries.
- Experience in developing and maintaining complex PHP applications
- Knowledge of advanced database concepts and experience working with databases like MySQL
- Proven experience as a frontend developer with a deep understanding of frontend technologies, including HTML, CSS, JavaScript
- Good knowledge of relational databases, version control tools and of developing web services
- Familiarity in APIs and integrating third-party services
- Experience with building restful JSON web services

## **9. METHOD OF PROCUREMENT**

The procurement method is (Individual consultant selection method) in line with the World Bank Procurement procedure

