FEDERAL REPUBLIC OF NIGERIA

NATIONAL IDENTITY MANAGEMENT COMMISSION

NIGERIA DIGITAL IDENTIFICATION FOR DEVELOPMENT PROJECT

VACANCIES FOR QUALIFIED PUBLIC/CIVIL SERVANTS AND INDIVIDUAL CONSULTANTS (PRIVATE SECTOR) FOR THE PROJECT IMPLEMENTATION UNIT (PIU)

1.0   INTRODUCTION

The Federal Government of Nigeria has received a credit from the World Bank, French Development Agency (AFD) & European Investment Bank (EIB) and intends to apply part of the proceeds to increase the number of persons with a National ID number, which would be issued by a robust and inclusive foundational ID system to facilitate improved access to public services. The National Identity Management Commission (NIMC) - based in Abuja - is responsible for the implementation of the Nigeria Digital Identification for Development (ID4D) Project. The project is comprised of four components: (i) Strengthen the Legal and Institutional Framework; (ii) Establish a Robust and Inclusive Foundational ID System; (iii) Enable Access to Services through IDs; and (iv) Project Management and Stakeholder Engagement. The governance arrangements for project implementation consist of three structures: (a) Project Ecosystem Steering Committee (PESC); (b) Ecosystem Coordination Strategic Unit (ECSU); and (c) the Project Implementation Unit (PIU).

2.0   OBJECTIVES OF THE ASSIGNMENT

The Project Implementation Unit (PIU) situated in NIMC, will oversee the project implementation of Component 2, 3 and 4, namely, (i) regulate data collection for foundation ID (ii) regulate ID credential offerings and (iii) project management and coordination of the Nigerian ID ecosystem in collaboration with the Ecosystem Coordination Strategic Unit, located at the Office of the Secretary to the Government of the Federation..

The Project is now desirous of filling key vacancies within the PIU and is by this notice inviting candidates who may be (1) qualified public/civil servants within the Federal Public/Civil Service structure or (2) interested qualified individual consultants/technical experts from the private sector to submit their expression of interest for any of the positions listed in 3.0 below.

3.0   VACANCIES

The vacant positions within the PIU are as follows:

(1) PIU Coordinator, (2) Technical Lead, (3) M&E Specialist, (4) Grievance Redress Manager, (5) Internal Communications Officer, (6) Social Safeguard Officer, (7) Environmental Safeguard Officer, (8) Operations Architect/Change Manager, (9) Biometric Architect, (10) Data and Integration Architect, (11) Business Analyst/Process Architect, (12) Security Architect, (13) Test and Assurance Architect, and (14) Software Engineer

(Detailed Terms of Reference for the positions are available for review and download from OSGF, OHCSF and NIMC websites – **www.osgf.gov.ng ; www.ohcsf.gov.ng** and **www.nimc.gov.ng/adverts-tenders)**

3.1   PIU Coordinator

The PIU Coordinator shall have the following minimum educational qualifications and experience:

1. Master's degree in Engineering, Computer Sciences, Social Sciences, Business Admin or related field (e.g. Project Management, Policy Development, Monitoring and Evaluation, Statistics, and Economics,) with a minimum of 12 years of professional experience in Program Management out of which a minimum of 5 years of experience in working for any international donor-funded program;

2. Demonstrated experience in designing and managing systems, training or building capacity with similar projects involving multiple partner institutions; and

3. Strong inter-personal skills, team leadership qualities and communication skills.

3.2   Technical Lead, PIU

The Technical Lead will be a hybrid manager/technician who should have skills in multiple IT areas, without necessarily being specialist in any. He/she shall have the following minimum educational qualifications and experience:

1. Master's degree in IT Engineering, Computer Science, or related field with a minimum of 10 years of professional experience in large-scale IT projects in a variety of technical roles such as IT systems integration, business and technical architecture for IT systems, biometric technologies, data architecture, enterprise architecture, etc.;

2. Demonstrate theoretical knowledge and practical experience in multiple IT domains relevant to project execution. Experience in management and System Integration for projects involving multiple partner institutions are required; and

3. Strong inter-personal skills, team leadership qualities and communication skills.

3.3   M&E Specialist, PIU

The M&E Specialist shall have the following minimum educational qualifications and experience:

1. Master's degree in Social Sciences or related field (Monitoring and Evaluation, Measurement and Evaluation, Statistics, Economics, Public Policy, Finance, etc.) with a minimum of 7 years of professional experience in Monitoring and Evaluation, out of which a minimum of 5 years of experience in working for any international donor-funded program/project;

2. Demonstrated theoretical and practical knowledge of M&E and Impact Evaluation methods, experience in designing and managing M&E/MIS systems, and experience in training or building capacity of implementing institutions;

3. Demonstrated expertise with digital tools for the collection, management, and analysis data and in qualitative and quantitative research methodologies, including inferential statistics; and

4. Strong inter-personal skills, team leadership qualities and communication skills.

3.4   Grievance Redress Manager, PIU

The Grievance Redress Manager shall have the following minimum educational qualifications and experience:

1. First degree in relevant discipline (e.g. Law, Business Administration, Social Sciences, Marketing, etc.) with minimum 6 years' post-graduate experience with grievance redress management, service management and operations in Nigeria.

2. Must have a minimum of 5 years' work experience on Grievance Redress of international donor funded projects or in customer care/complaints position of a major telecommunication company or bank; and

3. Demonstrate experience in development and applications of outcomes of Grievance Redress Mechanisms or years of experience in the customer care/complaints/customer relations field with understanding of managing a large department and system (e.g. big call center, sophisticated CRM software, many channels, etc.).

3.5   Internal Communications Manager, PIU

The Internal Communications Manager shall have the following minimum educational qualifications and experience:

1. Master Degree in relevant discipline (e.g. Communication, Journalism, Public Relations, Marketing, or related field) with atleast 8 years of professional experience in communications on large-scale, national communications campaigns in Nigeria;

2. At least 5 years of experience in communications under an international donor-funded program or in a large private sector organization with national reach (e.g. banks, telcos, etc.);

3. Demonstrated experience in development of successful Communication plans and key messages for projects involving multiple partner institutions;

4. Demonstrated experience in managing and/or advising on successful national, large-scale communications campaigns, including crisis management and use of a variety of channels (e.g. civil society, traditional media, and social media);

5. Strong inter-personal skills, in particular, demonstrated team leadership qualities and excellent oral communication skills, and fluency in written and spoken English. Local languages are an asset.

3.6   Social Safeguards Officer, PIU

The Social Safeguards Officer shall have the following minimum educational qualifications and experience:

1. Master's degree in relevant discipline (e.g. Development Economics, Social Sciences, Law) with minimum 5 years' post-graduate experience with Social Safeguard/Social development;

2. Must have good knowledge of Social safeguard policies and procedures of multilateral financial institutions (e.g. the World Bank) and development co-operation agencies;

3. Demonstrate experience in the role of a Social Safeguards Officer in projects funded by multilateral financial institutions; and

4. Demonstrate experience in development and applications of outcomes of environmental and social impact assessments and in creating beneficial relationships with stakeholders of a project.

3.7   Environmental Safeguards Officer, PIU

The Environmental Safeguards Officer shall have the following minimum educational qualifications and experience:

1. Master's degree in Environmental Sciences, Environmental engineering, environmental studies or equivalent.

2. A minimum of 5 years of relevant experience in ESIAs and RAPs and working knowledge of World Bank safeguards policies.

3. Demonstrated experience in the role of Environmental Safeguard Specialist/Officer in projects funded by multilateral financial institutions; and

4. Demonstrated experience and knowledge in development and applications of outcomes of environmental and social impact assessments and experience in creating beneficial relationships with stakeholders of projects in the country, and knowledge of institutions systems for the environmental review and approval of development projects in the country..

3.8 Operations Architect/Change Manager, PIU

The Operations Architect/Change Manager shall have the following minimum educational qualifications and experience:

1. Relevant degree in IT Engineering, Computer Science, or a related field with a minimum of five (5) years of professional experience in operations, service and change management.

2. Experience designing service/support process in accordance with recognized principles and in third party outsourcing, preferably business services and application support.

3. Experience managing geographically dispersed partners consisting of technical specialists and effectively manage and develop key relationships with internal stakeholders; including senior leadership, IT teams, Solutions Architects, other Operations Managers, and the wider business; and

4. Experience in identifying risks, anticipating issues and creating solutions in relation to service delivery and experience in driving best practice and continual service improvement approach.

3.9 Biometric Architect, PIU

The Biometric Architect shall have the following minimum educational qualifications and experience:

1. Relevant degree in IT Engineering, Computer Science, or a related field with a minimum of five (5) years' experience working with biometric technologies.

2. Expertise in multi-modal biometric capture technologies (e.g. facial, fingerprint, iris) and expertise in biometric matching technologies (e.g. ABIS) and in the use of biometric technologies in the field including challenging remote environment.

3. Experience defining system architectures & performance requirements in support of biometrics; and analysing existing or proposed architectures for applicability and suitability and experience analysing system performance of biometric tools in terms of project goals and end user needs; and system performance in terms of capacity and throughput; and

4. Experience defining operational and functional and technical approaches for interfacing with other biometrics partners, including proposed interfaces, multiple network considerations, data quality, and data processing in terms of capacity and throughput and biometric tools.

3.10 Data and Integration Architect, PIU

The Data and Integration Architect shall have the following minimum educational qualifications and experience:

1. Relevant degree in IT Engineering, Computer Science, or a related field with a minimum of 5 years of professional experience in data and integration architecture with proven Data modelling experience with key understanding of DBMS development including implementation practices, and project life cycle (requirements gathering, architecture, design, implementation, tuning, migration, and decommissioning) and experience in the process of extracting data from multiple sources;

2. Deep understanding of Big Data concepts, CAP Theorem and migration techniques from an established RDBMS to NoSQL and vice-versa;

3. Skilled in data administration, data modelling, tuning, ensuring development teams have the optimum environment in which to deliver applications to include API design, schemas, indexing strategies, database layout, and loading/updating strategies and ability to perform requirements gathering on existing environment and documentation;

4. Experience in different data subject areas such as billing, personal attributes and experience and knowledge of integration methodology and technologies e.g. SOAP/REST services, JSON, JavaScript, Python, NodeJS, API's, etc.; and

5. Good understanding of Architecture, Integration and Design Software Patterns, confidentiality issues, data governance and data protection requirements and relevant certifications and prove of continuous professional development.

3.11 Business Analyst/Process Architect, PIU

The Business Analyst/Process Architect shall have the following minimum educational qualifications and experience:

1. Relevant degree in IT Engineering, Computer Science, Business or a related field with a minimum of five (5) years' experience in large-scale IT projects as a business analyst and skilled in business engagement, stakeholder management, etc.;

2. Strong analytical skills, including a thorough understanding of how to interpret customer business challenges, and translate them into benefits and requirements;

3. Business analysis skills with use cases, UML, etc. and proficient awareness of current digital and technological trends and ability to review and analyze current technical documentation, specifications, and process documents; and

4. Experience in the design, production, and documentation of as-is and to-be business processes.

3.12 Security Architect, PIU

The Security Architect shall have the following minimum educational qualifications and experience:

1. MSc in Information Security or related field, and one or more security certifications such as; Certified Information Systems Security Professional (CISSP), Certified Information Security Manager (CISM), Certified Information Systems Auditor (CISA) Certified in Risk and Information Systems Control (CRISC) with five (5) years' experience as an Information Security or Cyber Security Technical Lead or Architect;

2. Experience advising on and creating information security policies in accordance with Information security frameworks and regulations (e.g. ISO 27001, data protection legislation);

3. Hands-on experience across multiple areas of information security e.g. vulnerability management, penetration testing, identity access management, Data Loss Protection, SIEM, risk, endpoint; and

4. Demonstrable experience of technical risk analysis assessment and remediation and strong understanding of current trends and developments in information security.

3.13 Test and Assurance Architect, PIU

The Test and Assurance Architect shall have the following minimum educational qualifications and experience:

1. Relevant degree in IT Engineering, Computer Science, or a related field with a minimum of 5 years of professional experience in testing management.

2. Experience defining, delivering and managing the overall end to end testing and assurance lifecycle and experience in the production of key test artefacts (test strategies, plans, approaches, schedules), in the identification, mitigation and closure of product risks, providing assurance and governance across all testing phases, and stakeholder management at all levels and driving best practices;

3. Demonstrable experience of delivering progress reports, including risk mitigation, as directed, third party outsourcing, preferably business services and application support, and in managing geographically dispersed suppliers consisting of technical specialists;

4. Ability to understand interoperability standards, risk models, privacy and liability policies, requirement and accountability mechanism for an identity ecosystem; and

5. Experience working with internal stakeholders; including senior leadership, IT teams, solutions architects, other operations managers, and the wider business.

3.14 Software Engineer, PIU

The Software Engineer shall have the following minimum educational qualifications and experience:

1. A degree in any discipline may suffice, as long as the applicant can demonstrate experience with either Computer Science, Computer Engineering, Information System or any other relevant discipline with relevant globally recognized software development certification with a minimum of five (5) years progressive working experience in technical design, development, test and integration of cross-functional, multi-platform application systems with a minimum of two (2) projects, similar in scope and complexity to the NIMS;

2. Experience must include working on Web Application architecture using REST APIs, Non-blocking technologies such as asynchronous tools and clustering techniques.

3. Direct, hands-on experience with Web Services concepts such as JSON, JavaScript, NodeJS, Python, React Native are required. Prior experience with legacy systems such as SOAP or XMLs and Schemas such as XSDs may be useful, but not required.

4. Experience with technologies such as Bootstrap4, HTML5, AngularJS, REACT Native JavaScript, and CSS.

5. Experience maintaining systems by monitoring and correcting software defects and of ongoing software maintenance by analysing and identifying areas for modification.

6. The applicant will need to demonstrate experience with modern IDEs like VSCode, Webstorm or related tools, as well as debugging and testing resources.

7. Some knowledge of cryptography and encryption techniques are also required, such as Triple DES, AES Standards, RSA and ECC. Hashing techniques are also expected.

8. Background knowledge of multiple platforms is expected, including MS Windows Server (minimum 2012), Linux (RHEL7.x and Ubuntu 16.04 and AIX). Advantage will be given to those candidates who show a flair for migration between platforms seamlessly;

9. Experience using UML standard design artifacts such as class models and sequence diagrams and maintaining systems by monitoring and correcting software defects; and

10. Experience of ongoing software maintenance by analyzing and identifying areas for modification..

4.0 REPORTING, LOCATION AND COMMENCEMENT

All other positions here shall report to the PIU Coordinator who shall report to the Director General, National Identity Management Commission (NIMC) in Abuja.

The commencement of the services shall come into effect on the date of the notice to the recruited personnel instructing the recruited personnel to begin carrying out the services.

5.0 METHOD OF APPLICATION

Interested candidates should submit their Expression of Interests clearly marking the position applied for with a detailed CV as well as a not more than 300 words statement matching their qualification and experience with suitability for the particular position applied for, to the two (2) email addresses below:

 nimcid4d@nimc.gov.ng and a copy to **did-ecosystem@osgf.gov.ng** latest by Friday August 14th , 2020 at 4:00 pm (local time).

Expression of Interest should also be accompanied with:

1)   a cover letter; and

2)   copies of certificates for professional and academic qualifications.

Further inquiries can be made vide email or in writing to the address below.

DGM/Head of Procurement

National Identity Management Commission (NIMC)

11 Sokode Crescent, off Dalaba Street

Zone 5 Wuse, Abuja – Nigeria

Email**: nimcid4d@nimc.gov.ng**

Signed:

MANAGEMENT.