THE UNITED REPUBLIC OFTANZANIA

PRESIDENT'S OFFICE

PUBLIC SERVICERECRUITMENT SECRETARIAT

Ref.No.JA.9/259/01/A/245   **15th March, 2023**

VACANCY ANNOUNCEMENT

On behalf of the e-Government Authority (e-GA), President's Office, Public Service Recruitment Secretariat invites qualified Tanzanians to fill **Seventeen (17)** vacant posts described below;-

1.0.   e-GOVERNMENT AUTHORITY (e-GA)

e-Government Authority (e-GA) was established under e-Government Act No.10 of 2019, with a mandate of Co-ordinating, Overseeing and Promoting e-government initiatives and Enforcing Compliance to e-Government Standards and Guidelines to Public institutions.

Enactment of the e-Government Act came as a way of addressing challenges encountered by then e-Government Agency in the areas of legal environment and powers to manage duplication of ICT initiatives and silo ICT systems, promotion of sharing of systems in public institutions, and compliance with Standards and Guidelines to ensure effective use of ICT for improved public service delivery.

1.1.   ICT OFFICER II (APPLICATION PROGRAMMERS) – 6 POSTS

1.1.1 DUTIES AND RESPONSIBILITIES

i.   To design, code, and debugging software applications based on various deployment platforms (e.g. web, mobile, desktop etc.), operating systems,

programming languages, database management systems, etc., software analysis, code analysis, requirements analysis, software review, identification of code metrics, system risk analysis, software reliability analysis, etc;

ii. To assist and participate in analysis of user requirements, prototyping, development of new functionalities, maintenance of applications, integration of technological components, testing, deployment;

iii. To design, code and debugging web and mobile based applications in various software languages;

iv. To analyze, code analysis, requirements analysis, software review, identification of code metrics, system risk analysis, software and reliability analysis;

v. To test Software and quality assurance;

vi. To support, maintain and document software functionality;

vii. To install and configuration of appropriate application servers based on the application programs to be supported;

viii. To support, maintain, and preparation of technical and user documentations for various software functionalities;

ix. To train and support of software users for effective utilization of deployed systems;

x. To assist in troubleshooting and resolving routine software application problems;

xi. Software modelling and simulation;

xii. Front end graphical user interface design/programming;

xiii. To perform tuning, improvement, load balancing, usability and automation;

xiv. To integrate software with existing systems;

xv. To evaluate and identify new technologies for implementation;

xvi. To work closely with analysts, designers and other staff;

xvii. To produce detailed technical specifications and software code documentation;

1.1.2 QUALIFICATIONS AND EXPERIENCE

Holder of Bachelor degree of Science/bachelor degree of engineering in information technology or information system or Computer Science/Computer Engineering or equivalent degree from a recognized institution.

a. Strong understanding of the Software Development Life Cycle (SDLC) methodologies.
b. Technical knowledge in determining end-to-end software requirements specification and design.
c. Working knowledge of various software languages [PHP (mandatory), Java (mandatory), C/C++, .NET, Python] will be added advantage.
d. Advanced knowledge in DHTML, HTML5, CSS & CSS3, JavaScript, jQuery, jQueryMobile, SAPUI5 Photoshop, and Responsive Web Design will be added advantage.
e. Practical skills on Object Oriented Design and Analysis (OOA and OOD)
f. Hands-on experience with development in Java/JEE environments
g. Knowledge in containerization and micro services application development approaches.
h. Experience in SOAP/REST/Web Services, Application Servers (Apache, Apache Tomcat, WebLogic etc.)
i. Experience in Spring Framework (Spring MVC) and other similar application development frameworks.
j. Hands-on experience with Jenkins, Git, Junit, etc.
k. Experience/knowledge on JSON, XML, and other similar data exchange protocols.
l. Working knowledge of various software languages (e.g. Java, JavaScript, PHP, .NETPython, CSS3, jQueryMobile, SAPUI5).
m. Sound knowledge in: Git, Grid System (Sussy Grid), Node JS, AngularJS, Gulp JS, SASS, Twitter Bootstrap, and Bower will be added advantage.
n. Experience/knowledge on AngularJS and other front-end development languages and tools.
o. Strong knowledge on MySQL and PostgreSQL Database Management Systems. Knowledge on MS SQL Server, Oracle and other DBMS will be added advantage.
a. Possession of a relevant recognized ICT professional certification will be an added advantage.
b. Practical knowledge and skills relevant to the position will be added advantage
p. Familiarity with software code versioning and repository systems
q. Familiarity with CI/CD methodology and tools.
r. Possession of relevant recognized ICT professional certification will be an added advantage.

1.2. ICT OFFICER II (MOBILE APPLICATIONS) – 2 POSTS

1.2.1 DUTIES AND RESPONSIBILITIES

i. To design, coding, and debugging mobile based applications based on various deployment platforms (e.g. USSD, SMS, Android, IOS etc.), operating systems, programming languages, database management systems, etc., software analysis, code analysis, requirements analysis, software review, identification of code metrics, system risk analysis, software reliability analysis, etc.

ii. To provide Administration, Operation and Maintenance support of Government Mobile Platform (m-GOV)

iii. To assist and participate in analysis of user requirements, prototyping, development of new functionalities, maintenance of applications, integration of technological components, testing, deployment.

iv. To design, code and debugging SMS, USSD and mobile based applications in various software languages

v. To support, maintain and document software functionality

vi. To install and configuration of appropriate application servers based on the application programs to be supported;

vii. To support, maintain, and preparation of technical and user documentations for various software functionalities;

viii. Software testing and quality assurance;

ix. Performance tuning, improvement, load balancing, usability, automation;

x. To produce detailed technical specifications and software code documentation;

1.2.2 QUALIFICATIONS AND EXPERIENCE

Holder of Bachelor degree of Science/bachelor degree of engineering in information technology or information system or Computer Science/Computer Engineering or equivalent degree from a recognized institution..

a. Strong understanding of the Software Development Life Cycle (SDLC) methodologies.

b. Experience in design and development of SMS/ USSD/IOS and Android based Applications.

c. Experience in installation and administration of SMS, USSD and IVR Platforms

d. Technical knowledge in determining end-to-end software requirements specification and design.

e. Working knowledge of various software languages [PHP (mandatory), Java (mandatory), C/C++, .NET, Python] will be added advantage.

f. Practical skills on Object Oriented Design and Analysis (OOA and OOD);

g. Knowledge in containerization and micro services application development approaches.

h. Working knowledge of Linux and Unix Server platforms;

i. Experience in SOAP/REST/Web Services, Application Servers (Apache, Apache Tomcat, WebLogic etc.)

j. Experience in Spring Framework (Spring MVC) and other similar application development frameworks.

k. Hands-on experience with Jenkins, Git, Junit, etc.

l. Experience/knowledge on JSON, XML, and other similar data exchange protocols;

m. Strong knowledge on PostgreSQL and MySQL Database Management Systems. Knowledge on MS SQL Server, Oracle and other DBMS will be added advantage.

n. Familiarity with software code versioning and repository systems.

o. Possession of a relevant recognized ICT professional certification will be an added advantage.

p. Practical knowledge in designing and development of chat BOTs and Payment Systems will be added advantage and

q. Practical knowledge and skills relevant to the position will be added advantage.

1.3. ICT OFFICER II (DATA BASE ADMINISTRATION) – 2 POSTS

1.3.1. DUTIES AND RESPONSIBILITIES

i. To design database structures and objects including tablets, views, procedures functions triggers etc;

ii. To perform database performance optimization and tuning;

iii. To perform administration of systems and database, servers virtualization and server infrastructure;

iv. To manage security aspects to the assigned system, database , integrity control, related record and documents;

v. To Install, upgrade and maintenance of software application and database;

vi. To maintain, administrate, monitor, problem management and production for databases ;

vii. To undertake daily maintenance, testing ,backup, and recovery of system and databases;

viii. To apply patches and upgrade of system and database;

ix. To install, configure, operate ,upgrade and maintain assigned system hardware , software and infrastructure;

x. To provide appropriate infrastructure technology solution to support operations;

xi. To assist in Management of hardware devices, licensing and all programs as assigned;

xii. To produce database reports when requested and;

xiii. To ensure high – availability of systems and services,

1.3.2. QUALIFICATIONS AND EXPERIENCE

Holder of Bachelor degree of Science/bachelor degree of engineering in information technology or information system or Computer Science/Computer Engineering or equivalent degree from a recognized institution.

a. Extensive knowledge on Linux and Unix Operating Systems

b. Extensive knowledge on different virtualization technologies both proprietary and open source

c. Knowledge on Mailing Systems and Directory Services(Open source preferred)

d. Knowledge in Security Fundamentals (in multiple vendor / open source environments), Linux and Windows Security Administration, Replication and Mirroring- Virtual Private Networks, Network Security;

e. Knowledge in analyzing requirements to plan systems that provides capabilities required for projected workloads, planned layout and installation of new systems

f. Knowledge on planning servers resource optimization and usage based on best practices

g. Experience in operating large server infrastructure

h. Knowledge on different server hardware and storage technologies (HP, Sun, Oracle, Dell, IBM etc.)

i. Knowledge in Security Fundamentals (in multiple vendor/open source environments), Linux and MS Windows Security Administration, Replication and Mirroring- Virtual Private Networks, Network Security;

j. Knowledge in designing a Windows Active Directory, Creating Users, Groups and Shared Folders, Managing Active Directory, maintenance, troubleshooting, and disaster recovery;

k. Working knowledge in Clustering, Security/encryption, Failover management and automatic switch over; and Demonstrate ability to learn new technologies and effectively apply knowledge

l. Knowledge in Containers Hosting Infrastructure will be an added advantage

m. Possession of recognized ICT professional certification such as RHCSE/MCSE/CCNA/CISM/CISSP/CEH will be an added advantage.

1.4. ICT OFFICER GRADE II (BUSINESS ANALYST) – 2 POSTS

1.4.1 DUTIES AND RESPONSIBILITIES

i. To analyze and perform the Institutional business process modelling as well as their association with technology solutions;

ii. To analyze and document business processes and translate these into functional specifications.

iii. To act as a bridge between business groups with need or problem and the technology teams designing/offering a solution to a problem or need;

iv. To participate in analysis of user requirements, prototyping, and integration of technological components, testing and deployment.

v. To participate in designing, development and implementation of enterprise wide applications for various channels (Web/Mobile/Desktop etc);

vi. To ensure business requirements are translated accurately into working technical designs;

vii. To participate in development of new systems, business processes re-engineering, strategy planning or potentially organizational change;

viii. To provide support in the implementation of e-Government initiatives throughout project life cycle;

ix. To involve in solution testing and evaluation as part of quality assurance and control and communicating the deliverables state to the users;

x. To assist in the collection and consolidation of projects required information and data;

xi. To prepare and maintain technical and user documentations for various software functionalities;

xii. To train and support of software users for effective utilization of deployed systems;

1.4.2 QUALIFICATIONS AND EXPERIENCE

Holder of Bachelor degree in Computer Science, Information Technology, Computer Engineering or related discipline from a recognized institution.

a. Ability to capture, translate and communicate software business requirements to various project stakeholders.

b. Knowledge in project management.

c. Working knowledge of various software languages PHP, Java, C/C++, .NET, Python will be added advantage.

d. Knowledge in containerization and micro services application development approaches.

e. Knowledge on JSON, XML, and other similar data exchange protocols.

f. Knowledge on Database Management Systems including MySQL and PostgreSQL.

g. Practical skills on Object Oriented Design and Analysis (OOA and OOD);

h. Knowledgeable in Quality Assurance for developed ICT products/services;

i. Understanding of Software engineering concepts & modelling techniques and methods;

j. Knowledge in DHTML, HTML5, CSS & CSS3, JavaScript, jQuery and Responsive Web Design will be added advantage; and

k. Possession of an ICT related certifications (CISA, CRISC, CISM etc.) and/or certification in Project Management (PMP/PRINCE2 etc.) will be an added advantage.

1.5. ICT OFFICER GRADE II (SECURITY MANAGEMENT) - 1 POST
1.5.1 DUTIES AND RESPONSIBILITIES

i. To plan, design, develop and implement ICT security policies, procedures, standards, and guidelines;

ii. To integrate ICT security into day-to-day ICT operational activities and provision of periodic security reports;

iii. To install, configuration and management of security systems/software;

iv. To provide of security advisory on various security risks, threats and vulnerabilities;

v. To support, monitor and assess ICT security compliance in the Government; and

vi. Timely handling of ICT security incidents;

1.5.2 QUALIFICATIONS AND EXPERIENCE

Holder of Bachelor's Degree in Information Technology, Computer Science, Computer Engineering, Computer Security, Software Engineering or equivalent degree from a recognized institution.

a. Knowledge of industry ICT Security Management System, cyber security regulatory frameworks and best practices.

b. Knowledge of ICT Risk Management.

c. Knowledge of Networking, System Administration, Programming and Database Administration.

d. Knowledge of vulnerability analysis and penetration testing.

e. Certification in ICT security field such as CEH, ECSA, LPT, CISA, CISSP, CISM, OCSP and CSX-CP will be an added advantage.

1.6.   ICT OFFICER GRADE II (STANDARDS AND COMPLIANCE) – 2 POSTS

1.6.1 DUTIES AND RESPONSIBILITIES

i. To plan, design, develop and implement e-Government Standards and Guidelines;

ii. To monitor compliance to e-Government Standards and Guidelines;

iii. To coordinate the Preparation of hardware and Software Specifications for e-Government implementation;

iv. To study and evaluate new global trends in e-Government Standards and Practices;

v. To plan and execute compliance audit and prepare reports;

vi. To raise awareness to users on e-Government Standards and Guidelines;

vii. To identify valuable data sources and automate collection processes;

viii. To undertake preprocessing of structured , semi structured and Unstructured data:

ix. To coordinate the designing, building and deployment of business intelligence (BI) solutions (e.g reporting tools) and tools to store data (e.g OLAP cubes)

x. To analyze large amount of information to discover trends and patterns;

xi. To present information using data visualization techniques;

xii. To initiate solution and strategies to business challenges;

xiii. To perform Data translation and produce useful reports;

xiv. To assess the effectiveness, quality and accuracy of new data sources and data gathering techniques;

xv. To develop tools to monitor and analyses system performance and data accuracy; and

xvi. To monitor performance against targets for various system and business metrics;

1.6.2 QUALIFICATIONS AND EXPERIENCE

Holder of Bachelor's Degree in Information Technology, Computer Science, Computer Engineering or equivalent degree from a recognized institution.

a. Conversant with internal control frameworks/standards such as COSO/COBIT/ ISO/IEC 27000 etc.

b. Knowledge of multiple technology domains including software development, Security, database management, networking, and Operating systems (including UNIX/Linux, Ms Windows, Android, and IOS) is preferred

c. Knowledge in Information Technology Risk Management/Governance

d. Knowledge of Auditing is an added advantage.

e. Knowledge of cyber laws will be an added advantage.

f. Knowledge of e-Government Standards and Guidelines will be an added advantage. and

g. Possession of recognized Information System certifications such as CISA, CISM, CISSP, CEH, TOGAF and CCNA will be an added advantage.

1.7.   ICT OFFICER GRADE II (DATA ANALYST) - 2 POSTS
1.7.1 DUTIES AND RESPONSIBILITIES

i. To identify valuable data sources and automate collection processes.

ii.   To undertake preprocessing of structured, semi structured and Unstructured data:

iii. To coordinate the designing, building and deployment of business intelligence (BI) solutions (e.g reporting tools) and tools to store data (e.g OLAP cubes)

iv.   To analyze large amount of information to discover trends and patterns;

v.   To present information using data visualization techniques;

vi.   To initiate solution and strategies to business challenges;

vii. To perform Data translation and produce useful reports;

viii. To assess the effectiveness, quality and accuracy of new data sources and data gathering techniques;

ix.   To develop tools to monitor and analyses system performance and data accuracy;

x.   To monitor performance against targets for various system and business metrics;

1.7.2 QUALIFICATIONS AND EXPERIENCE

Holder of Bachelor's Degree in Information Technology, Computer Science, Computer Engineering, Data science, or equivalent degree from a recognized institution.

a. Knowledge of industry Data Warehouse tools for reporting, Integration and Analysis such as SQL, R, Perl, Python etc.

b. Background in data warehouse design (e.g Dimensional modelling) and data mining.

c. In depth understanding of database management systems, online analytical processing (OLAP), ETL (Extract, transform, load) framework;

d. Experience using business intelligence tools (e.g Tableau) and big data framework.

e. Advance numerical skills (e.g. statistics, algebra);

f. Working Knowledge of various programming languages (e.g Java, C/C++, scala etc) and

g. Knowledge of machine-learning, artificial intelligence and operations research will be an added advantage.

GENERAL CONDITIONS

i. All applicants must be Citizens of Tanzania generally with an age not above 45 years of age except for those who are in Public Service;

ii. **People with disabilities are highly encouraged to apply and should indicate clearly in the portal for Public Service Recruitment Secretariat attention**

iii. Applicants must attach an up-to-date Curriculum Vitae (CV) having reliable contacts; postal address/post code, e-mail and telephone numbers;

iv. Applicants should apply on the strength of the information given in this advertisement;

v. Applicants must attach their certified copies of the following certificates:-

- Postgraduate/Degree/Advanced Diploma/Diploma/Certificates;
- Postgraduate/Degree/Advanced Diploma/Diploma transcripts;
- Form IV and Form VI National Examination Certificates;
- **Professional Registration and Training Certificates from respective Registration or Regulatory Bodies, (where applicable);**
- Birth certificate;

vi. Attaching copies of the following certificates is strictly not accepted:-

- Form IV and form VI results slips;
- Testimonials and all Partial transcripts;

vii. An applicant must upload recent Passport Size Photo in the Recruitment Portal;

viii. An applicant employed in the Public Service should route his application letter through his respective employer;

ix. An applicant who is retired from the Public Service for whatever reason should not apply;

x. An applicant should indicate three reputable referees with their reliable contacts;

xi. Certificates from foreign examination bodies for Ordinary or Advanced level education should be verified by The National Examination Council of Tanzania (NECTA).

xii. Professional certificates from foreign Universities and other training institutions should be verified by The Tanzania Commission for Universities (TCU) and National Council for Technical Education (NACTE);

xiii. An applicant with special needs/case (disability) is supposed/advised to indicate;

xiv. A signed application letter should be written either in Swahili or English and Addressed to Secretary, Presidents Office, Public Service Recruitment Secretariat, **P.O. Box 2320, and Utumishi Building at University of Dodoma – Dr. Asha Rose Migiro Buildings - Dodoma.**

xv. Deadline for application is **28th March, 2023;**

xvi. Only shortlisted candidates will be informed on the date of interview and;

xvii. Presentation of forged certificates and other information will necessitate legal action;

NOTE: All applications must be sent through Recruitment Portal by using the following address; http://portal.ajira.go.tz/ and not otherwise (This address also can be found at PSRS Website, Click 'Recruitment Portal')

Released by:

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PUBLIC SERVICE RECRUITMENT SECRETARIAT