



Ministry of Finance and Public Enterprises
Republic of Maldives

Annex A: Terms of Reference

Associate IFMIS ICT Specialist
Application Support & Development
(MISSCO Code: 2521, Public Service Rank: 8, Skill Level: 4)

Background

Since the adoption of the SAP Solution in 2009 as the Government's Public Accounting System (SAP), the Ministry of Finance and Planning (Ministry) has been continuously working towards enhancing and rolling out its adjacent modules to fill the gaps in Integrated Financial Management System (IFMS). To strengthen the PAS, a highly trained and dedicated team is required to be established within the Ministry.

As such, the Ministry completed the Public Financial Management Systems Strengthening Project (Project) by the World Bank from 2014-2022 where it was recommended to establish a Public Finance Development Service (PFDS) with the objective of attracting and retaining critical staff and to transfer the skills and knowledge within the Ministry for sustainable PFM reforms including providing key technical and functional services for the Government's Public Accounting System (PAS). The recruitment of the PFDS staff was thus initially facilitated under the Project and continued thereafter through the Government's resources given the importance to continue carrying out the development works of the PAS.

Additionally, the Ministry conducted a Public Expenditure and Financial Accountability (PEFA) assessment in 2020 and Public Finance Management (PFM) Reform Strategy and Action Plan 2022-2026 (Plan). The Plan was formulated with a view to address the main challenges in the existing system and gear fiscal policy to maximize the potential for inclusive growth and macroeconomic stability. With regards to the PAS, the key objective of the Plan includes establishing a secure, reliable, efficient, effective, and fully integrated public financial management system.

In support of the PFM Reform Strategy, the Ministry is planning a phased modernization of the public financial management ecosystem, including the development of IFMIS to onboard government agencies nationwide, the introduction of an electronic government procurement system using SAP Ariba, and the upgrade of the Public Accounting System to SAP S/4HANA with a coordinated rollout. These planned initiatives are aligned with the Government's digital

transformation priorities under the Maldives 2.0 initiative and aim to establish a fully integrated, efficient, and future- ready PFM framework.

Objectives

The Assistant ICT IFMIS Specialist will assist the function of the Application Support and Development of the Ministry by providing automated and innovative solutions to the general public, while assisting to establish and maintain an efficient ICT Infrastructure to facilitate day-to-day activities of the Ministry; and maintain and provide secure access to Integrated Financial Management Information Systems (IFMIS) to the stakeholders.

Scope of Work

1. Development of IFMIS with integration to S/4HANA using the Integration Suite (BTP), in accordance with guidelines provided by the Ministry.
2. Development of secure systems to enable the ministry to exchange information between other government agencies and the citizens.
3. Study and understand complex application systems
4. Development of application systems
5. Work with other developers to help continually improve the performance of the team and develop very high-quality work.
6. Work with end users and internal staff for timely resolution of application issues and develop new software applications/components.
7. Write, revise and maintain software program documentation, operations documentation, and user guides in accordance with standards.
8. Design and develop systems using Test-Driven Development (TDD) approach to development.
9. Development and enhancement of the public accounting system.

Deliverables

The Specialist is required to prepare an Annual Work Plan (AWP) in consultation with the supervisor/HOD and relevant stakeholders within 15-days upon signing the contract whereby the deliverables will be assigned and agreed upon.

The AWP will be reviewed every quarter, and an evaluation of the performance will be conducted on a monthly basis based on the agreed tasks under the AWP prior to the finalization of each month's salary.

Required Expertise and Qualifications

- MQA qualification level 9 Certification; or MQA qualification level 8 or 7 Certification in a related academic field with 4 years of relevant experience
- SAP Academy training/ SAP certification or a professional certificate in a related field will be an added advantage

Related academic fields

Computer Science, Computer and Information Science, Information Science, Information Technology, Information Resource Management, Information Resource Design, Computer and Information System Analysis, Management Information Systems, System Administration, Business IT, Business Computing, Computer Systems, Software Engineering, Systems Engineering, Computer Engineering Technology,