

Government of the People's Republic of Bangladesh
Finance Division, Ministry of Finance
Skills for Industry Competitiveness and Innovation Program (SICIP)
Probashi Kallyan Bhaban (15th Floor)
71-72 Eskaton Garden, Ramna, Dhaka-1000.
www.sicip.gov.bd

Request for Expression of Interest

Ministry/Division	:	Ministry of Finance
Agency	:	Finance Division
Procuring Entity Name	:	Executive Program Director, Skills for Industry Competitiveness and Innovation Program (SICIP), Finance Division, Ministry of Finance
Procuring Entity Code	:	Not used at present
Procuring Entity District	:	Dhaka
Expression of Interest for Selection of	:	Individual Consultant (National) (Time-Based)
EOI Ref. No.	:	SICIP/Proc./S-3/SD-2/58/2024-773
Date	:	27/03/2025
KEY INFORMATION		
Procurement Sub-Method	:	Individual Consultants Selection (ICS)
FUNDING INFORMATION		
Budget and Source of Funds	:	ADB Loan No: 4334-BAN (COL)
PARTICULAR INFORMATION		
Program Name	:	Skills for Industry Competitiveness and Innovation Program (SICIP)
Scheme Name	:	Enhancing Institutional Capacity for Skills Monitoring and Management.
EOI Closing Date and Time	:	Expression of Interest (EOI) shall be submitted to the office of the Executive Program Director on or before 2.00 pm by 13 April 2025 in sealed envelope clearly marked " Expression on Interest for Selection of [Name of Position] ". Contact address with email and mobile number of the applicant should be written on the left side of the A4 Size Envelope . Necessary documents in support of educational qualifications, experiences and skills have to be submitted.
INFORMATION FOR APPLICANT		

Position	No.	Minimum Qualification and Experience	Responsibilities
National R&D Specialist	1	<ul style="list-style-type: none"> Master's degree in Engineering, Applied Sciences, Business Administration, Public Policy, Innovation Management, or related fields. At least 5 years of experience in applied research and development, industry innovation programs, or project management. Proven experience coordinating grants or other funding programs, preferably in collaboration between industry and academia. Familiarity with legal, regulatory, and compliance frameworks in Bangladesh. Strong communication, interpersonal and computer skills. 	The detail Scope of Work is stated in the Terms of Reference (ToR).
Gender Specialist	1	<ul style="list-style-type: none"> Master's degree in Public Policy, Social Science or any relevant subject. At least 15 years of experience in gender/social development activities. Experience in International Organizations or Development Partner/Govt. Projects will be an advantage. Strong communication, interpersonal and computer skills. 	The detail Scope of Work is stated in the Terms of Reference (ToR).
Environmental Specialist	1	<ul style="list-style-type: none"> Master's degree in Environmental science, Environmental Engineering, Mechanical engineering, Geography and related field from any recognized university. Should have 15 years of general experience in planning and implementing the environmental related program in a similar leadership position in any organization. At least Five (05) years of proven experience in the environmental planning, monitoring and reporting in a development project. Experience in development partner projects will be preferable; Strong communication, interpersonal and computer skills. 	The detail Scope of Work is stated in the Terms of Reference (ToR).
Programmer	1	<ul style="list-style-type: none"> Minimum B.Sc. in Computer Science and Engineering or Software Engineering or Electrical engineering or equivalent from any renowned University. At least 15 years of experience in Software Development, Deployment and DevOps Engineering in reputed software firm. Proven experience in developing and maintaining web-based applications with PHP in Laravel Framework Proven experience in developing and maintaining mobile applications Strong understanding of MVC and other standard software architectures. Knowledge on deployment, resource provisioning, monitoring in large scale systems, clustered systems or private clouds is highly preferable. Working knowledge of Git and version control systems. Experience in automatic CI/CD is a must. Strong communication and interpersonal skills. 	The detail Scope of Work is stated in the Terms of Reference (ToR).
Assistant Programmer	1	<ul style="list-style-type: none"> Bachelor's degree in Computer Science and Engineering, Software Engineering, or any related field. More than 6 years of experience in web and mobile app development. Proven experience in developing and maintaining web-based applications with PHP in Laravel Framework Proven experience in developing and maintaining mobile applications Knowledge in Flutter is required 	The detail Scope of Work is stated in the Terms of Reference (ToR).



Position	No.	Minimum Qualification and Experience	Responsibilities
		<ul style="list-style-type: none"> • Strong understanding of MVC and other standard software architectures. • Experience developing RESTful APIs and API based integration with external services. • Strong knowledge of SQL and relational databases like PostgreSQL and MySQL along with ORM frameworks like Hibernate. • Familiarity with authentication protocols (OAuth2, JWT, LDAP, SAML) and enterprise security best practices. • Experience of utilizing caching, session storage, and improving application performance is preferred. • Proficiency in working with Git repositories for version control. • Knowledge of CI/CD pipelines is a plus. • Strong communication and interpersonal skills. 	
Other details (if applicable)		A copy of the detailed terms of reference (TOR) and necessary forms may be obtained at any time from the website of SICIP (www.sicip.gov.bd).	
Association with foreign firms		Not Applicable	

EoI Detail Information

Ref No	Phasing of Services	Location	Start Date	Completion Date
01	Single: Time Based	Dhaka	May 2025	As Mentioned in the ToR.

PROCURING ENTITY DETAILS

Name of Official Inviting EOI	:	Mohammed Walid Hossain
Designation of Official Inviting EOI	:	Executive Program Director
Address of official Inviting EOI	:	Probashi Kallyan Bhaban (15 th Floor), 71-72 Eskaton Garden, Ramna Dhaka-1000.
Contact details of official Inviting EOI	:	Phone: +880255138753~5 Ext: 100 E-mail: epd@sicip.gov.bd

The procuring entity reserves all the right to accept or reject any or all the EOIs without assigning any reasons whatsoever.



Mohammed Walid Hossain

Executive Program Director (Additional Secretary)

Skills for Industry Competitiveness and Innovation Program (SICIP)

Finance Division, Ministry of Finance,

Probashi Kallyan Bhaban (15th Floor), 71-72 Eskaton Garden, Ramna, Dhaka.

Government of the People’s Republic of Bangladesh
Finance Division, Ministry of Finance
Skills for Industry Competitiveness and Innovation Program (SICIP)

Terms of Reference (ToR) for the engagement of Environmental Specialist under SICIP

A. Program Background

Finance Division, Ministry of Finance of the Government of Bangladesh is implementing the program titled “Skills for Industry Competitiveness and Innovation Program (SICIP)” with the financial assistance of the Asian Development Bank (ADB) to develop skilled workforce through advanced technical and competency-based training programs across the country. The SICIP will establish a complete quality assurance mechanism to facilitate collaborations between training institutes and industries which will ensure in developing human resources for the priority industry sectors. Through the results-based lending (RBL) program, ADB is supporting the Government of Bangladesh’s Skills Development Framework for Economic Competitiveness 2023. The program aims to (i) increase the technology-oriented skilled workforce across emerging and priority sectors, (ii) promote inclusive skilling and upskilling opportunities for women and socially disadvantaged groups, (iii) incentivize industry–university partnerships to nurture innovation capacity and improve industry competitiveness, and (iv) foster skills for climate-resilient manufacturing processes and green technologies.

More specifically, the outcome of the program will be an increased technology-oriented skilled workforce for priority and emerging industries across skill levels. The outcome will be measured by the following: (i) skilled workers across skill levels-from basic to advanced technical skill-produced for at least 10 priority and emerging industries, with 65% job placement for new job seekers and (ii) women and people from socially disadvantaged groups with employable and/or life skills increased through specially targeted programs. The program is expected to benefit about 220,000 new and existing trainees over a 6-year implementation period.

In SICIP program, various civil works such as setting up new training centers or renovating existing ones at different locations in Bangladesh will be implemented. For this project, the national and international consultants are working for developing the preliminary & detail engineering design works, that include equipment layouts for the proposed buildings; these design works will form technical specifications for preparation of bidding documents. The proposed buildings are two smart textile technology labs (STTLs) under the Ministry of Textiles and Jute (MoTJ), classroom and lab buildings at selected universities, and other renovation works for polytechnics or TVET institutes.

Those civil works are expected to have limited and minimum adverse environmental impacts. The Initial Environmental Examinations (IEEs) along with environmental management plans (EMP) for EWU, IBA extension, BUTEX, Gazipur STTL and Kumudini academic building at Tangail need to be prepared as per ADB’s Safeguard Policy Statement (SPS) (2009). The Environmental Assessment and Review Framework (EARF) has been prepared and published in the website: (<https://www.adb.org/sites/default/files/linked-documents/55148-001-earfab.pdf>) to guide the preparation of IEEs for the remaining construction sites. At this stage, preparing IEEs for the Gazipur STTL and Kumudini academic building at Tangail and monitoring the environmental impacts following the EMPs are the prime requirements for the proposed civil works. To support SDCMU in preparing the environment related documents such as Initial Environmental Examinations (IEEs), Environmental Management Plan (EMP), Bill of Quantities and monitor their



implementation arrangement and performance at the field level, the engagement of Environmental specialist is an urgent requirement.

B. Description of the Assignment, Objectives, Scope of Services & Competencies

i) Description of the Assignment

SICIP is supporting two smart textile technology labs (STTLs) under the Ministry of Textiles and Jute (MoTJ), Executive buildings at BUTEX, EWU & IBA Dhaka and other construction works for Narsingdi polytechnic and Kumudini welfare trust. In addition, modernizing TTCs under BMET with improved facilities and equipment to strengthen public institutions focusing on training for employment in local and overseas markets. Consultant will monitor Site Health and Safety i.e. site security, PPE, incident/accident, grievance training etc. and will report the status in the EMR. S/he will support SDCMU in updating the environment related documents such as initial environmental Examination (IEE) and environmental Management Plan (EMP), prepare IEEs and EMPs for at least two sites (STTL in Gazipur and Kumudini academic building, etc.), Bill of Quantities and monitor their implementation arrangement and performance at the field level.

ii) Objective of the Assignment

The overall objective of this engagement is to prepare and/or update IEEs and EMPs, monitor and supervise the engineering construction sites to ensure the environmental compliances as described in the Initial Environmental Examination (IEE), Environmental Management Plan (EMP) for the proposed civil works under SICIP.

iii) Scope of Service, Qualification, Experiences & Competencies

Scope of Service

The Environmental Specialist will carry out the tasks detailed below, and other tasks as necessary:

- Prepare initial environmental examination reports(IEE) with EMP for the proposed civil works based on the environmental assessment and review framework (EARF) prepared for SICIP;
- Support the SDCMU in updating the environment related documents such as initial environmental Examination (IEE), environmental Management Plan(EMP), Bill of Quantities if required and monitor their implementation arrangement and performance at the field level;
- Update IEE and EMPs for major changes in scope of work, if required, during the project implementation.
- Visit construction sites regularly along with implementing agency to ensure EMP compliance during construction;
- Identify areas for improvement and conduct capacity building program based on the environmental safeguards point of view;



- Collect environmental related data, verify and analyze those for updating environmental monitoring report;
- Ensure that the relevant provisions of EMP are fully included in tender and contract documents;
- Consultant will monitor Site Health and Safety i.e. site security, PPE, incident/accident, grievance training etc. and will report the status in the EMR;
- Redress grievances related to environment, if any, filed at construction sites and/or implementing agencies.
- Consultant will monitor the environmental quality i.e. air, noise, water etc. construction waste management and will report the status in the EMR;
- Prepare comprehensive Environmental Monitoring report(EMR) for the projects covering the construction and post-construction periods;
- Undertake any safeguard relevant tasks under this program;
- Work closely with the other consultants of SICIP;
- Conduct environmental related trainings for both SDCMU level and site level staffs;
- Taking initiative for collecting SCC and ECC certificate from DoE(if needed);
- S/he also coordinates the concern authorities during performing the assignments.
- Support the SDCMU to ensure the project complies with all loan covenants pertaining to environmental safeguards.
- Performing any other duties as and when required by the SICIP concerned authority.

Educational Qualification

- S/he shall have Master's degree in Environmental science, Environmental Engineering, Mechanical engineering, Geography and related field from any recognized university.

Experience

- Should have 15 years of general experience in planning and implementing the environmental related program in a similar leadership position in any organization.
- At least Five (05) years of proven experience in the environmental planning, monitoring and reporting in a development project.
- Experience in development partner projects will be preferable;
- Proficiency in standard desktop/laptop computer applications, including Word, Excel, Power point, Access, Photoshop etc.;

Competencies

- Proven multi-discipline team work skills;
- Excellent report preparation skills and experience;
- Proven communication skills (excellent command in English and Bengali);
- Computer literate and have user-at-ease ability to work on common office-use software.

C. Deliverables



The Environmental Specialist will ensure the following deliverables:

- Monthly progress report for the environmental related works under SICIP;
- Environment related documents(IEE,EMP etc) for the ongoing projects, if required;
- Prepare comprehensive Semi-annual Environmental Monitoring report(SEMR);
- Any reports relevant to the other activities mentioned in the scope of works.

D. Duration of the assignment and Work station

The Duration of contract and others information are as below:

- a. **Duration of the assignment** : *12 months(subject to extension)*
- b. **Payment Schedule** : Monthly basis (time-based)
- c. **Place of work** : SICIP office, Dhaka
- d. **Reporting to** : Executive Program Director, SICIP
- e. **Counterpart facilities** : As determined through negotiation.

E. Approximate cost and Source of fund

The cost and source of fund as below:

- The remuneration will be as per consultancy salary allocated in the program document.
- The expenses will be paid from the SICIP program, financed by the Asian Development Bank.



Name of the Position: Gender Specialist
Terms of Reference (ToR)

A. Background and Objective of SICIP

The Finance Division of the Government of Bangladesh is implementing the "Skills for Industry Competitiveness and Innovation Program (SICIP)" with financial assistance from the Asian Development Bank (ADB) to develop a skilled workforce across the country through advanced technical and competency-based training programs. The SICIP would construct a comprehensive quality assurance structure to encourage collaborations between training institutes and enterprises, ensuring human resource development for priority industry sectors.

More specifically, the program's goal is to expand the number of technology-oriented skilled workers in priority and developing industries at all skill levels. The following criteria will be used to assess the outcome: (i) skilled workers at all skill levels—from basic to advanced technical skills—are produced for at least ten priority and emerging industries, with 65% job placement for new job seekers; and (ii) women and people from socially disadvantaged groups have employable and/or life skills increased through specially targeted programs. Over a 6-year implementation period, the program is estimated to benefit around 220,000 new and existing workers.

Enhancing Institutional Capacity for Skills Monitoring and Management is a scheme under the SICIP Program. The goal is to improve institutional capacity for skill development and management by coordinating and monitoring all training and other SICIP program activities. The plan is to establish the Skills Development Coordination and Monitoring Unit (SDCMU) to function as the SICIP Program's Program Management Unit (PMU).

As a result, SICIP intends to recruit a **Gender Specialist** who will monitor the project's Gender Action Plan and Social Safeguard concerns on a competitive basis.

B. Assignment Location

Dhaka, Bangladesh, with frequent travel to various districts and training institutes outside of Dhaka as needed.

C. Overall Objectives of the Assignment

The ultimate objective of the assignment is to ensure the involvement of women in SICIP's industry-specific skill training program through collaboration with implementing agency partners and to prepare a Progress Report regularly that evaluates and tracks the development of the skilled workforce with a focus on gender and social safeguard issues.

D. Scope of Services under the Assignments

The **Gender Specialist** will be in charge of aiding with gender-related issues in the SICIP program as well as their effective social engagement. Specifically, to monitor women's involvement in the activities given, as well as their economic and social empowerment opportunities as SICIP program beneficiaries.

The Consultant will be responsible for the following tasks:



- Develop a strategy for establishing a Gender Action Plan (GAP) and monitoring the SICIP's aims and indicators.
- Create a quarterly progress report for the Gender Action Plan (GAP) based on reports from SICIP implementing agencies.
- Ensure and monitor a steady increase in the number of female TVET students and graduates at all levels.
- Conduct broad social campaigning through sensitization and awareness for the inclusion of females in the skill program.
- Hold monthly consultation sessions with various stakeholders on the inclusion of gender concerns into the skills training program.
- Create gender orientation and training modules for TVET teachers and staff, as well as industry groups.
- Provide gender and development-oriented training to SICIP implementing agencies' project teams.
- Create a plan for the poor, disadvantaged groups, PWDs, transgender individuals, and small ethnic communities to reach targeted participation put all components and duties of the Plan into action, and try to find out a strategy to meet the SICIP's targets or indicators.
- Collaborate closely with gender and development focal points in implementing organizations.
- Create a gender-responsive atmosphere and increase TVET institutions' gender-receptive competence.
- Create a Safeguard Impact Assessment Report for the project regions' construction.
- Any additional duty assigned by the Executive Project Director that is relevant to the successful implementation of the project.

E. Required Education and Experience

- Master's degree in Public Policy, Social Science or any relevant subject.
- At least 15 years of experience in gender/social development activities.
- Experience in International Organizations or Development Partner/Govt. Projects will be an advantage.
- Strong communication, interpersonal and computer skills.

F. Expected Deliverables

The Gender Specialist will ensure the following deliverables:

- Quarterly progress report based on the reports from implementing agencies.

G. Reporting, Communication, and Time Schedules

- The Gender Specialist shall report to the Executive Program Director.
- S/he will regularly communicate with different stakeholders, track / update women, small ethnic group and disadvantage community's inclusion in the SICIP's skill training programs.

H. Assignment Duration and Payment Modalities

- Duration of the assignment: The duration of the contract shall be 12 Months from the date of commencement and may be extended up to the program end based on the requirements and performance of the incumbent.
- Payment Schedule: Payment will be made on a monthly basis.
- Assignment Location: Field.

- I. Counterpart Support:** As agreed, upon in negotiations.

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Name of the Position: National R&D Specialist

Terms of Reference (ToR)

A. Background and Objective of SICIP

Finance Division, Ministry of Finance of the Government of Bangladesh is implementing the program titled "Skills for Industry Competitiveness and Innovation Program (SICIP)" with the financial assistance of the Asian Development Bank (ADB) to develop a skilled workforce through advanced technical and competency-based training programs across the country. The SICIP will establish a complete quality assurance mechanism to facilitate collaborations between training institutes and industries which will ensure development of human resources for the priority industry sectors.

More specifically, the outcome of the program will be an increased technology-oriented skilled workforce for priority and emerging industries across skill levels. The outcome will be measured by the following: (i) skilled workers across skill levels from basic to advanced technical skills produced for at least 10 priority and emerging industries with 65% job placement for new job seekers and (ii) women and people from socially disadvantaged groups with employable and/or life skills increased through specially targeted programs. The program is expected to benefit about 220,000 new and existing workers over a 6-year implementation period.

Under the SICIP Program, there is a scheme termed "Enhancing Institutional Capacity for Skills Monitoring and Management." The objective of the program is to enhance institutional capacity for skills development and management by coordinating and monitoring all training and other activities under the SICIP program. Under the scheme, the Skills Development Coordination and Monitoring Unit (SDCMU) has been established to serve as the Program Management Unit (PMU) of the SICIP.

The Bangladesh Industry Research Development and Innovation (BIRDI) Grants Program, supported by SICIP program and the Asian Development Bank and coordinated through the Skills Development Coordination and Monitoring Unit (SDCMU), aims to foster collaboration between industry and tertiary education institutions to co-develop innovative, market-driven solutions. This initiative aligns with Bangladesh's Vision 2041 and focuses on enhancing research, development and innovation capabilities, promoting sustainability, and driving economic diversification. The National Research, Development, and Innovation Specialist will oversee all operational aspects of the grants, ensuring effective coordination and management of the program's objectives and activities.

To achieve the objective of the program, SICIP is planning to engage a National R&D Specialist for the program management unit (SDCMU) on a competitive basis.

B. Assignment Location

Dhaka, Bangladesh with frequent travel requirements to different districts and training institutes outside Dhaka as and when required.

C. Overall Objectives of the Assignment

The Specialist will be responsible for coordinating the operationalization of the BIRDI Grants, ensuring that all stages of the grant process—from EOI to project implementation—are executed efficiently and in alignment with program guidelines.



D. Scope of Services under the Assignment

The Specialist will perform the following key tasks:

1. Grant Operational Coordination
 - Oversee the entire lifecycle of the grant process, including EOI, full grant application, assessment, and project implementation phases.
 - Manage the development and operationalization of online grant management system and ensure timely updates and compliance.
2. Stakeholder Engagement
 - Coordinate with industry partners, tertiary education institutions, government agencies, and industry associations to ensure collaboration.
 - Organize and facilitate workshops, information sessions, and training programs.
3. Compliance and Reporting
 - Ensure grant activities comply with legal, regulatory, compliance, and ethical guidelines.
 - Monitor project progress, ensuring timely submission of reports and adherence to milestones.
4. Assessment and Evaluation
 - Support the development and application of assessment matrices for EOIs and grant applications.
 - Coordinate the evaluation process and facilitate consensus meetings for finalizing grant approvals.
5. Capacity Building
 - Develop training materials and conduct capacity-building sessions for grant applicants and recipients.
 - Assist in mentoring grantees throughout the project lifecycle.
6. Promotion and Outreach
 - Support the marketing and promotion strategy of the BIRD! Grants to enhance visibility and encourage participation.
 - Engage with media and industry associations to promote successful grant outcomes.
7. Risk Management
 - Identify risks related to project implementation and develop mitigation strategies.

E. Deliverables

1. Monthly Progress Reports detailing activities, challenges, and milestones achieved.
2. EOI and Grant Application Assessment Reports summarizing evaluation outcomes and recommendations.
Workshop and Training Reports, including attendance, feedback, and outcomes.
3. Compliance and Risk Assessment Reports for ongoing projects.
4. Final Project Report summarizing grant outcomes, stakeholder feedback, and recommendations for future cycles.

F. Qualifications and Experience

1. Education:
 - Master's degree in Engineering, Applied Sciences, Business Administration, Public Policy, Innovation Management, or related fields.
2. Experience:



Name of the Position: Programmer

Terms of Reference (ToR)

A. Program Background

Finance Division, Ministry of Finance of the Government of Bangladesh is implementing the program titled "Skills for Industry Competitiveness and Innovation Program (SICIP)" with the financial assistance of the Asian Development Bank (ADB) to develop skilled workforce through advanced technical and competency-based training programs across the country. The SICIP will establish a complete quality assurance mechanism to facilitate collaborations between training institutes and industries which will ensure in developing human resources for the priority industry sectors.

More specifically, the outcome of the program will be an increased technology-oriented skilled workforce for priority and emerging industries across skill levels. The outcome will be measured by the following: (i) skilled workers across skill levels-from basic to advanced technical skill-produced for at least 10 priority and emerging industries, with 65% job placement for new job seekers and (ii) women and people from socially disadvantaged groups with employable and/or life skills increased through specially targeted programs. The program is expected to benefit about 220,000 new and existing workers over a 6-year implementation period.

Under the SICIP Program there is a scheme titled Enhancing Institutional Capacity for Skills Monitoring and Management and the objective of the scheme is to enhance institutional capacity for skills development and management by coordinating and monitoring all training and other skills related activities under the SICIP program. It may be mentioned that Skills Development Coordination and Monitoring Unit (SDCMU) has been established to serve as the Program Management Unit (PMU) of the SICIP Program.

SICIP is now planning to engage a Programmer for the program management unit (SDCMU) on a competitive basis.

B. Assignment Location

Dhaka, Bangladesh with frequent travel requirements to different districts and training institutes outside Dhaka as and when required.

C. Scope of the Services under the Assignment

The Programmer will be stationed at SICIP SDCMU Office and will work under direct supervision of Executive Program Director. More specifically, the detailed tasks of Programmer are mentioned below:

- Gain a thorough understanding of the deployment architecture.
- Independently deploy software releases.
- Implement automated deployment processes and continuous integration/continuous delivery (CI/CD).



- Verify the correctness and completeness of the deployment of various software components.
- Collaborate with frontend and backend developers to ensure smooth integration during deployment.
- Refactor software modules as necessary to facilitate deployment.
- Deploy and manage frontend and backend code releases across multiple environments.
- Troubleshoot, debug, and efficiently resolve technical issues.
- Monitor the performance of the deployed system and recommend hardware resource sizing and provisioning.
- Write clean, maintainable, and efficient deployment scripts and code.
- Develop mobile applications and web portals as required.
- Ensure that all systems are compliant with the latest security protocols and regulations
- Performing duties as and when required by the Executive Program Director.

D. Minimum Qualifications and Experience

- Minimum B.Sc. in Computer Science and Engineering or Software Engineering or Electrical engineering or equivalent from any renowned University.
- At least 15 (Fifteen) years of experience in Software Development, Deployment and DevOps Engineering in reputed software firm.
- Proven experience in developing and maintaining web-based applications with PHP in Laravel Framework
- Proven experience in developing and maintaining mobile applications
- Strong understanding of MVC and other standard software architectures.
- Knowledge on deployment, resource provisioning, monitoring in large scale systems, clustered systems or private clouds is highly preferable.
- Working knowledge of Git and version control systems.
- Experience in automatic CI/CD is a must.
- Strong communication and interpersonal skills.

E. Assignment Duration and Payment Modalities

- Duration of the assignment: The duration of the contract shall be 12 Months from the date of commencement and may be extended up to the program end based on the requirements and performance of the incumbent.
- Payment Schedule: Payment will be made on a monthly basis.
- Assignment Location: Field

F. Counterpart Support: As determined through negotiation.



- At least 5 years of experience in applied research and development, industry innovation programs, or project management.
- Proven experience coordinating grants or other funding programs, preferably in collaboration between industry and academia .
- Familiarity with legal, regulatory, and compliance frameworks in Bangladesh.

3. Skills:

- Demonstrable understanding of translational R&D, research commercialization, and industry innovation
- Strong project management and coordination skills.
- Excellent communication and stakeholder engagement abilities.
- Knowledge of sustainability practices and SDGs alignment.

4. Desirable:

- Experience working in partnership with industry or tertiary education contexts
- Understanding of industry-academia partnerships and innovation ecosystems.

G. Assignment Duration and Payment Modalities

- Duration of the assignment: The duration of the contract shall be 12 Months from the date of commencement and may be extended up to the program end based on the requirements and performance of the incumbent.
- Payment Schedule: Payment will be made on a monthly basis.
- Assignment Location: Field.

H. Counterpart Support: As determined through negotiation.



Name of the Position: Assistant Programmer

Terms of Reference (ToR)

A. Program Background

Finance Division, Ministry of Finance of the Government of Bangladesh is implementing the program titled "Skills for Industry Competitiveness and Innovation Program (SICIP)" with the financial assistance of the Asian Development Bank (ADB) to develop skilled workforce through advanced technical and competency-based training programs across the country. The SICIP will establish a complete quality assurance mechanism to facilitate collaborations between training institutes and industries which will ensure in developing human resources for the priority industry sectors.

More specifically, the outcome of the program will be an increased technology-oriented skilled workforce for priority and emerging industries across skill levels. The outcome will be measured by the following: (i) skilled workers across skill levels-from basic to advanced technical skill-produced for at least 10 priority and emerging industries, with 65% job placement for new job seekers and (ii) women and people from socially disadvantaged groups with employable and/or life skills increased through specially targeted programs. The program is expected to benefit about 220,000 new and existing workers over a 6-year implementation period.

Under the SICIP Program there is a scheme titled Enhancing Institutional Capacity for Skills Monitoring and Management and the objective of the scheme is to enhance institutional capacity for skills development and management by coordinating and monitoring all training and other skills related activities under the SICIP program. It may be mentioned that Skills Development Coordination and Monitoring Unit (SDCMU) has been established to serve as the Program Management Unit (PMU) of the SICIP Program.

SICIP is now planning to engage an Assistant Programmer for the program management unit (SDCMU) on a competitive basis.

B. Assignment Location

Dhaka, Bangladesh with frequent travel requirements to different districts and training institutes outside Dhaka as and when required.

C. Scope of the Services under the Assignment

The Assistant Programmer will be stationed at SICIP SDCMU Office and will work under direct supervision of Executive Program Director. More specifically, the detailed tasks of Assistant Programmer are mentioned below:

- Understand, maintain and enhance existing web-based PHP applications.
- Develop mobile applications, web portals as required.
- Design and implement scalable, high-performance software solutions.
- Code review, refactor and improve quality of code in existing application.
- Perform Load and Security test.



- Perform basic DevOps functionalities to ensure good performance.
 - Provide timely troubleshooting and technical support for users across different departments or units.
- Performing duties as and when required by the Executive Program Director.

D. Minimum Qualifications and Experience

- Bachelor's degree in Computer Science and Engineering, Software Engineering, or any related field.
- More than 6 years of experience in web and mobile app development.
- Proven experience in developing and maintaining web-based applications with PHP in Laravel Framework
- Proven experience in developing and maintaining mobile applications
- Knowledge in Flutter is required
- Strong understanding of MVC and other standard software architectures.
- Experience developing RESTful APIs and API based integration with external services.
- Strong knowledge of SQL and relational databases like PostgreSQL and MySQL along with ORM frameworks like Hibernate.
- Familiarity with authentication protocols (OAuth2, JWT, LDAP, SAML) and enterprise security best practices.
- Experience of utilizing caching, session storage, and improving application performance is preferred.
- Proficiency in working with Git repositories for version control.
- Knowledge of CI/CD pipelines is a plus.
- Strong communication and interpersonal skills.

E. Assignment Duration and Payment Modalities

- Duration of the assignment: The duration of the contract shall be 12 Months from the date of commencement and may be extended up to the program end based on the requirements and performance of the incumbent.
- Payment Schedule: Payment will be made on a monthly basis.
- Assignment Location: Field

F. Counterpart Support: As determined through negotiation.

