

CALL FOR EXPRESSIONS OF INTEREST

Recruitment of an individual junior consultant “Full-stack Developer” for the Design and/or Redesign of CORAF Platforms and Sites

Call opening date: February 14, 2025
Call closing date: February 25, 2025

CEI N° 04-2025

The West and African Centre for Agricultural Research and Development (CORAF) was founded in 1987. CORAF (www.coraf.org) currently includes the National Agricultural Research Systems (NARS) of 23 countries in West and Central Africa: Benin, Burkina Faso, Cameroon, Cape Verde, Central African Republic, Chad, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Mauritania, Niger, Nigeria, Sao Tome and Principe, Senegal, Sierra Leone and Togo.

CORAF's vision in its Strategic Plan 2018-2027 is a future where people and communities in West and Central Africa will achieve food and nutrition security and prosper. Its mission is to achieve sustainable improvements in agricultural productivity, competitiveness and markets in West and Central Africa.

As part of its digital initiatives, CORAF manages several platforms and websites that will be linked to the Digital Knowledge Hub to facilitate the dissemination of agricultural knowledge.

In order to improve their performance and attractiveness, CORAF wants to recruit a **full-stack Junior Developer Consultant** for the design, redesign and optimization of these digital platforms.

The tasks to be carried out as well as other information relating to the conduct of the mission are outlined in the Terms of Reference below.

The CORAF Executive Director invites candidates with the required qualifications indicated in the terms of reference to express their interest in this call.

The interested consultant must apply indicating that they meet the requirements for the position concerned (CVs, references concerning the completion of similar contracts, experience in a similar field, experience under similar conditions, etc).

The selection will be based on the rules contained in the CORAF manual of administrative, financial and accounting procedures.

Interested candidates can obtain further information from the CORAF Executive Secretariat via procurement@coraf.org.

Expressions of interest must be submitted by e-mail to the following address: procurement@coraf.org **no later than February 25, 2025, at 7:00 p.m. GMT.**

**The Executive Director
Dr Moumini SAVADOGO**

TERMS OF REFERENCE

Recruitment of Consultant Junior “Full-stack Developer” for the Design and/or Redesign of CORAF Platforms and Sites

1. Context

The West and African Centre for Agricultural Research and Development (CORAF) was founded in 1987. CORAF (www.coraf.org) currently includes the National Agricultural Research Systems (NARS) of 23 countries in West and Central Africa: Benin, Burkina Faso, Cameroon, Cape Verde, Central African Republic, Chad, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Mauritania, Niger, Nigeria, Sao Tome and Principe, Senegal, Sierra Leone and Togo.

CORAF's vision in its Strategic Plan 2018-2027 is a future where people and communities in West and Central Africa will achieve food and nutrition security and prosper. Its mission is to achieve sustainable improvements in agricultural productivity, competitiveness and markets in West and Central Africa.

CORAF, a major player in agricultural research in West and Central Africa, recognizes the critical importance of digital knowledge in knowledge management to promote sustainable agriculture development in the region. It is involved in several initiatives to promote agricultural research and development in West and Central Africa.

As part of its digital initiatives, CORAF manages several platforms and websites that will be linked to the Digital Knowledge Hub to facilitate the dissemination of agricultural knowledge. In order to improve their performance and attractiveness, CORAF wants to recruit a **full-stack Junior Developer Consultant** for the design, redesign and optimization of these digital platforms.

2. Purpose of the Consultation

The main objective of this recruitment is to integrate into the team a full-stack junior developer consultant with solid expertise in developing digital solutions to ensure the quality, reliability and performance of CORAF platforms and sites. The junior consultant who will work under the responsibility of the software architect and in close collaboration with Web Designer UX/UI, will contribute actively to the continuous improvement of the technological solutions implemented.

3. Responsibilities and Tasks

To achieve this objective, the Junior Consultant will be responsible for several key responsibilities and tasks including:

- Design, develop and maintain successful websites and applications in accordance with good development practices.
- Ensure the quality, reliability and security of web solutions developed by performing rigorous testing and implementing bug-fixing strategies.
- Optimize the technical performance of platforms to ensure a smooth and efficient user experience.
- Write detailed technical reports on project progress, platform performance and proposed improvements.
- Maintain a complete and clear documentation on the developments made, in order to facilitate maintenance and future evolutions.
- Participate in the evolutionary maintenance of existing platforms by identifying and implementing potential improvements.
- Provide technical support to users and respond quickly in the event of an incident on sites or applications.
- Work closely with internal teams to ensure compliance with defined objectives, deadlines and deliverables.
- Constantly monitor technology to propose innovative solutions and ensure the modernity of technologies used.
- Implement best security practices to protect data and applications.
- Actively contribute to project planning sessions to define development priorities and resources.

4. Deliverables expected

The deliverables expected from the consultant include:

- Provide functional web sites and applications, developed and deployed in accordance with technical specifications and user expectations.
- Produce regular reports on the progress of projects, detailing the tasks performed, problems encountered and solutions provided.
- Document the tests performed (unit, integration, performance and security) and validate the functionalities developed to guarantee their quality.
- Ensure the delivery of bug fixes and the implementation of functional and technical evolutions to improve platform performance.
- Submit and deliver an optimized, well-structured and correctly versioned source code to a version control system.
- Propose and implement technical optimizations to improve the loading speed and responsiveness of web platforms.
- Develop and present a scalable maintenance plan to prioritize actions necessary to ensure the sustainability of digital solutions.
- Provide technology watch reports, recommending innovative technologies that can improve project performance and quality.
- Participate in the drafting and continuous improvement of technical documentation (architectures, procedures) and user (guides, training materials)

5. Profile Required

The required junior consultant should have the following qualifications and skills:

- Master's degree in computer science with a specialization in software development or engineering or equivalent.

- Proven five (5) years of experience as a full-stack developer, with a specialization in web and software platform development.
- Full-stack development skills covering both the back end and front end.
- Proficiency in software development methodologies, programming languages, and Laravel Framework, Javascript, HTML5 and CSS3.
- Knowledge of the DSpace platform is essential to integrate and manage digital asset storage effectively.
- Perfect mastery of web services, including the design, consumption and security of RESTful and SOAP APIs.
- Experience in CI/CD, with an ability to set up and manage continuous integration and deployment pipelines to ensure fast and reliable application development.
- Experience in agricultural or rural development in Africa would be an asset.
- Experience using the Github collaborative environment

6. Duration and Location of the Consultation

The time allocated to the mission is thirty (30) Men/Days and established over a calendar period of 3 months until May 2025, with possibility of renewal according to needs. Work can be done on-site at CORAF headquarters or remotely, depending on the needs of the organization.

7. Submission of Applications

Interested candidates are invited to submit their detailed CV, along with a cover letter explaining their interest in the consultation and how their experience meets the requirements of the position, to procurement@coraf.org no later than February 25, 2025, at 7:00 p.m. GMT.

FRAUD, CORRUPTION, CONFLICTS OF INTEREST, SEXUAL EXPLOITATION, ABUSE AND HARASSMENT

Fraud, corruption: bidders, suppliers, contractors and their subcontractors must observe the strictest rules of ethical conduct when signing and performing contracts. In particular, they must avoid any act of corruption and any fraudulent, collusive, coercive or obstructive maneuvers with the aim of granting or obtaining a contract awarded by CORAF. Any deviant behavior will be subject to appropriate sanctions (cancellation of the contract, exclusion from future contracts awarded by CORAF, dismissal of CORAF staff guilty of these acts).

Conflicts of interest: CORAF rules require that any company participating in a procurement procedure is not in a situation of conflict of interest. Two scenarios can be considered:

- The company provides goods, works or services (other than consulting services) which follow or are directly related to the consulting services for the preparation or performance of a project which it has provided or which its affiliated company has provided;
- The company (including its staff) has a close business or family relationship with a CORAF staff member: i) who is directly or indirectly involved in the preparation of the bidding documents or contract specifications, and/or in the evaluation process for said contract; or (ii) who could be involved in the performance or supervision of the same contract.

The term "**Sexual Exploitation and Abuse (SEA)**" includes the following meanings:

- "**Sexual Exploitation**" (SE), defined as abusing or attempting to abuse a state of vulnerability, differential power or trust for sexual purposes, including but not limited to profiting monetarily, socially or politically from the sexual exploitation of another person;
- "**Sexual Abuse**" (SA), defined as any physical intrusion or threatened physical intrusion of a sexual nature, either by force or under unequal conditions or by coercion;
- "**Sexual Harassment**" (SH) is defined as any unwelcome sexual advance, request for sexual favors or other verbal or physical behavior with a sexual connotation by Contractor staff towards other Contractor staff, or the Client;

Any company that proves to be in a situation of conflict of interest or of sexual exploitation, abuse or harassment will not be granted a contract from CORAF.