



Terms of Reference (TOR)

Mid -Level Java Developer

Project Title: Support and Enhancement of the Jordan E-Procurement System (JONEPS)

Beneficiary: Government Procurement Department (GPD)

Contracting Authority: Ministry of Planning and International Cooperation (MOPIC)

Funding Source: Reform Support Fund (RSF)

Duration: Short-term (subject to extension based on performance and funding availability)

1. Background

As part of the continuous efforts to enhance transparency, efficiency, and standardization in public procurement, the Government of Jordan has developed and deployed the Jordan Online E-Procurement System (JONEPS) under the leadership of the Government Procurement Department (GPD). The system aims to modernize the government's procurement processes by transitioning from manual to electronic tendering, thereby improving accessibility, competitiveness, and compliance with international best practices.

JONEPS is a mission-critical national digital platform that supports transparent, efficient, and compliant public procurement processes across government entities. Given the system's central role, continuous technical support, performance optimization, security enhancement, and functional development are required to ensure system sustainability and alignment with evolving procurement regulations and user needs.

Toward this end, the Reform Secretariat at Ministry of Planning and International Cooperation (MOPIC) intends to contract qualified Java Developers to support and enhance the Jordan National E-Procurement System (JONEPS). This contract will be undertaken by MOPIC for the benefit of the Government Procurement Department (GPD), which is the institutional owner and primary user of JONEPS.

This initiative aligns with the Reform Matrix under the Public Sector Efficiency and Governance and Public Procurement pillars, supporting capacity building and institutional reform to enhance service delivery and accountability.

2. Objective of the Assignment

The objective of this assignment is to support the development, maintenance, and enhancement of JONEPS backend services, contributing to system stability, operational efficiency, and institutional capacity building within GPD.

1. Develop and enhance backend services and system modules.
2. Support integration with national government systems and platforms.

3. Implement improvements aligned with upcoming functional and business requirements for the e-procurement system.
4. Supporting knowledge transfer and documentation to strengthen institutional capacity.

3. Scope of Work/ Key responsibilities

Under the supervision of the GPD technical team and Senior Java Developers, the **Mid Level Java Developer** will work closely with GPD technical and business teams and perform, but not be limited to, the following tasks:

A. System Support and Maintenance

- Assist in monitoring and maintaining backend for JONEPS backend services and applications.
- Assist in implementing RESTful APIs and system integrations.
- Participate in testing, debugging, and deployment activities.

B. System Enhancement and Development

- Assistance in the Support development of backend components using Java and Spring technologies.
- Assistance in the Support the development of auxiliary tools (e.g. price indexation, reporting, analytics, or workflow automation tools) integrated with JONEPS.

C. Testing & Documentation

- Support unit testing and basic quality assurance activities.
- Prepare and update technical documentation and code comments.

D. Security and Compliance

- Support user authentication, authorization, and role-based access controls.
- Assist in implementing logging, audit trails, and compliance-related technical controls.

E. Documentation and Knowledge Transfer

- Support knowledge transfer to GPD technical staff through on-the-job training and technical briefings.

Responsibilities and deliverables will be assigned to Mid-Level Java Developer will support development

tasks under supervision.

4. Deliverables

Mid-Level Java Developer are expected to contribute to implementation and support tasks under close supervision, including:

- Development of minor enhancements, bug fixes, and code components based on clearly defined tasks and specifications.
- Support to testing, debugging, and validation of system functionalities.
- Assistance in updating technical documentation, code comments, and implementation notes.
- provide support during development, deployment, and maintenance activities.
- Timely reporting on assigned tasks and progress as part of the team's regular reporting cycle.
- The Java Developers shall comply with agreed service levels for incident response and resolution, categorized by severity, in coordination with GPD.

5. Technical Requirements and Qualifications

The Java Developers should meet the following minimum technical qualifications:

A. Education

Bachelor's degree in computer science, Software Engineering, or a related field.

B. Professional Experience

- Minimum 3–5 years of hands-on experience in Java development.
- Demonstrated experience in supporting and enhancing large-scale, mission-critical information systems.
- Experience working with government or public sector systems is an asset.
- Responsibilities and deliverables will be assigned based on the developer's seniority level. Senior Developers will lead technical design, architecture, and mentoring activities, while Junior Developers will support development tasks under supervision.

C. Technical Skills

1. Core Technical Skills (Required)

- Basic to intermediate proficiency in **Java (Java 8+)**, with understanding of **J2SE** concepts.
- Foundational knowledge of the **Spring Framework**, including **Spring Boot** and **Spring MVC**.
- Basic understanding of **RESTful Web Services** and API consumption.
- Introductory experience with **Hibernate / JPA** or similar ORM frameworks.
- Basic knowledge of **relational databases** (Oracle, PostgreSQL, or DB2) and ability to write simple SQL queries.
- Awareness of **secure coding practices** and common application security principles.

- Familiarity with build and dependency management tools such as **Maven or Gradle**.

2. Development & Delivery **Skills (Required)**

- Ability to fix bugs, implement small enhancements, and modify existing code under guidance.
- Ability to follow established coding standards, documentation guidelines, and development procedures.
- Basic experience using **Git** or other version control systems.
- Willingness to write and execute **unit tests** (e.g. using JUnit) to support code quality.

3. Additional Technical Skills (Good to Have)

- Familiarity with **Apache Tomcat** or similar application servers.
- Basic exposure to **microservices concepts** and service-oriented architectures.
- Introductory knowledge of **Docker** or containerized environments.

4. Frontend & UI Skills (Optional)

These skills are considered an added value and are not mandatory:

- Basic **knowledge of JavaScript, HTML5, and CSS**.
- Familiarity with Vue.js, Bootstrap, or similar frontend frameworks.

D. Soft Skills

- Strong analytical and problem-solving skills.
- Willingness to learn and adhere to development standards.
- Ability to work effectively within multidisciplinary technical and business teams.
- Good documentation and communication skills in English and Arabic.

6. Reporting and Coordination

- The Java Developers will report technically to the designated GPD technical focal point.
- Contractual and administrative oversight will be managed by MOPIC.
- Regular coordination meetings will be held to review progress, challenges, and upcoming priorities.

7. Contract Period

The assignment is expected to be 6 Months, up to 16 days/ Month subject to extension based on satisfactory performance and availability of funding.

8. Confidentiality

All data, documentation, source code, and system information accessed or developed under this assignment shall remain the property of the Government of Jordan. The Java Developers shall adhere to strict confidentiality and data protection requirements.