



## Terms of Reference (TOR)

### Senior 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.

### 3. Scope of Work

The Java Developer shall work closely with GPD technical and business teams and perform, but not be limited to, the following tasks:

#### i. Technical Leadership & Architecture

- Lead backend system design and architectural decisions.
- Develop and maintain secure APIs for integration with other government platforms and databases.
- Review and approve technical solutions and code.
- Ensure compliance with security and interoperability standards.

#### ii. 1.2 System Development & Enhancement

- Design and implement complex system features and enhancements.
- Lead development of secure RESTful APIs and system integrations.
- Optimize performance, scalability, and system reliability.
- Support the development of auxiliary tools (e.g. price indexation, Itemization coding, reporting, analytics, or workflow automation tools) integrated with JONEPS.

#### iii. 1.3 System Support & Security

- Lead troubleshooting of critical system incidents.
- Address security vulnerabilities and audit findings.
- Support authentication, authorization, logging, and audit trails.

#### 1.4 Mentoring & Knowledge Transfer

- Mentor Junior Developers and oversee task execution.
- Lead technical knowledge transfer sessions.
- Contribute to SOPs and development guidelines.

---

### 4. Deliverables

1. Any Design, development, and delivery of system enhancements done, and integrations fully aligned with JONEPS functional, architectural, and security requirements.
2. Any Design, implementation, and review of **RESTful APIs** and integration interfaces with external government systems done.
3. Resolution of high-severity and complex system issues, including root-cause analysis and performance optimization of critical modules.

4. Contribution to system architecture decisions, code refactoring strategies, and scalability improvements.
  5. Preparation and validation of comprehensive technical documentation, including API specifications, integration designs, and release notes.
  6. Any Technical reviews, guidance, and mentoring of intermediate and junior developers done, to ensure adherence to coding standards and best practices.
  7. Support to security assessments, vulnerability remediation, and implementation of secure coding practices.
  8. Preparation of detailed inputs to **monthly technical and progress reports**, highlighting completed activities, risks, and upcoming priorities.
  9. **Activities done to develop, enhance, or modify functionalities implemented, tested, and reflected on the JONEPS production platform (or designated environment) in accordance with GPD instructions and approval processes.**
  10. Preparation and submission of a comprehensive system handover package covering all enhancements and integrations implemented during the assignment, including updated architecture and technical documentation, deployment and configuration details, security considerations, known issues, and clear maintenance guidelines, to enable GPD technical teams to operate, maintain, and further develop JONEPS system after contract completion.
- 

## 11. Required Qualifications

### A. Education

- Bachelor's degree in Computer Science, Software Engineering, or related field.

### B. Professional Experience

- Minimum **5 years** of professional Java development experience.
- Proven experience in large-scale, mission-critical systems.
- Experience with government systems is an advantage.

### C. Technical Skills

The Senior Java Developer shall demonstrate advanced technical expertise and provide technical leadership for JONEPS.

#### i. Core Technical Skills (Mandatory)

- Advanced proficiency in Java (**Java 8+**), **J2SE/J2EE**, and enterprise application development.
- Extensive hands-on experience with Spring Framework (**Spring Boot, Spring MVC, Spring Security**).
- Strong expertise in RESTful API design, development, and secure system integration.
- Proven experience with Hibernate / JPA and complex relational databases (**Oracle, PostgreSQL, or DB2**), including performance tuning.

- Demonstrated application of secure coding practices, vulnerability remediation, and compliance with OWASP principles.
  - Strong experience using **Maven** or **Gradle** and **Git**-based version control.
- ii. **Architecture, Quality & Delivery**
- Experience with application servers (**Tomcat** / **WildFly**) and microservices or service-oriented architectures.
  - Ability to lead code reviews, refactoring, and performance optimization of critical system components.
  - Strong capability in troubleshooting complex production issues and ensuring system stability.
  - Experience coordinating with QA, database, and infrastructure teams to deliver end-to-end solutions.
- iii. **Additional Skills (Advantage)**
- Experience with **Docker** and modern deployment pipelines.
  - Working knowledge of frontend integration (e.g. **Vue.js**) for backend coordination.

#### **D. Soft Skills**

- Strong leadership and mentoring skills.
- Excellent analytical and communication skills.

### **12. 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.

### **13. 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.

### **14. 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.