

TERMS OF REFERENCE

Welfare Benefits Board (WBB)
Ministry of Finance, Economic Stabilization & National Policies (MoF)

SOCIAL PROTECTION PROJECT (SPP)

INFORMATION TECHNOLOGY TECH LEAD

1. BACKGROUND

1.1 Context. Sri Lankans have been hit by a significant economic downturn over the past two years. The spread of the coronavirus pandemic, as well as fiscal and monetary indiscipline have shrunk the economy. Sri Lanka's gross domestic product contracted by 7.8% in 2022, while inflation peaked at 69.8% in September 2022, and the Sri Lankan Rupee (LKR) depreciated close to 80 percent against the US dollar in 2022. As a result, the poverty rate doubled from 13.1% to 25% (\$3.65 per capita, 2017 PPP) between 2021 and 2022. Around 75% of households were estimated to have experienced a reduction in their incomes, and 37% of households were facing acute food insecurity in November 2022. Moreover, women-headed households, which were already 60 percent poorer than male headed households, were pushed deeper into poverty.

1.2 The Project. The Social Protection Project (P178973), approved by the World Bank (WB) Executive Board, supports the Government of Sri Lanka (GoSL) in implementing key reforms that will increase efficiency and effectiveness of spending and improving the responsiveness of the social protection system. The Project Development Objective of the Project is to support Sri Lanka in providing better targeted income and livelihoods opportunities to the poor and vulnerable.

1.3 Project Components and Funding. The total value of the Project is US\$200 million. The first component of the Project is allocated with \$185 million to streamline and finance the new country welfare benefit payment Aswesuma. The second component is allocated with US\$7 million to pilot an economic inclusion program – which will be Sri Lanka's first comprehensive "Economic Inclusion Pilot" – using global experience, and the third component of US\$8 million is to strengthen the government's capacity to deliver the social protection programs.

1.4 Implementation Arrangements. The Project has two implementing agencies: Ministry of Finance, Economic Stabilization & National Policies (MoF) and Ministry of Women, Child Affairs, Social Empowerment (MoWCASE). The Welfare Benefits Board (WBB), under MoF, will manage the day-to-day operations for strengthening of the social registry and payments to beneficiaries for new cash transfer program Aswesuma, while the Department of Samurdhi Development (DSD), under MoWCASE, will manage the day-to-day operations for the economic inclusion pilot and integrated family support.

The Project Management Team (PMT) in WBB is looking for a qualified Social Safeguard Specialist to help WBB conduct social safeguards activities related to the above Project.

2. OBJECTIVE OF THE ASSIGNMENT

The overall objective of the assignment is to provide technical support to WBB in implementing Project's information technology and communication activities in line with Project Appraisal Document and/or Project Operations Manual. The Tech Lead will be responsible for designing, implementing, and overall system.

3. SCOPE OF WORK

- Overall: The selected candidate should provide technical guidance and support to the Welfare Benefit Board to evaluate the systems being developed to administer the Aswesuma Welfare Benefit Program. Understand the system and operational requirements of implementing an integrated welfare mechanism across the country. Assess the quality of the software and its scalability to meet the needs of the Welfare Benefit Board and integrating the welfare benefits across various government organizations.
- Project Management: Collaborate closely with frontend stakeholders, designers, and backend development teams to manage the overall deliverable timelines. Effectively plan, prioritize, and manage development tasks in coordination with the development team, and ensuring adherence with the specified deadlines and quality standards.
- Code Review and Quality Assurance: Conduct comprehensive code reviews to maintain coding standards, optimize performance, and ensure code quality. Collaborate with the QA team to develop and execute frontend testing strategies, ensuring a bug-free and seamless user experience.
- Collaboration and Communication: Collaborate effectively with cross-functional teams, including designers, backend developers, and stakeholders. Communicate project progress, challenges, and solutions in a clear and concise manner. Foster effective communication channels within the frontend team.
- Technology Evaluation and Adoption: Evaluate and recommend suitable tools, libraries, and frameworks to ensure frontend development efficiency, maintainability, and performance.
- Problem Solving: Identify and address technical challenges and roadblocks, employing strong problem-solving skills. Propose innovative solutions to improve the development processes, enhance user experience, and optimize performance.

4. REPORTING OBLIGATION

The Tech Lead will report directly to the Project Director and work closely with Information Technology Specialist and WBB staff.

5. DURATION OF THE ASSIGNMENT

This shall be a full-time work assignment at PMT in WBB, MoF. The services of the Tech Lead is required for a period of 1 year with possible extension for the Project duration.

6. CONFIDENTIALITY AND CONFLICT OF INTEREST

The consultant undertakes to comply with GoSL's and WB's policies and rules with regard to corrupt and fraudulent practices, conflict of interest and confidentiality. The consultant shall maintain confidentiality on all sensitive information obtained during the assignment and shall not publish wholly or in part the findings or such information, without prior written consent by the WBB. Any draft reports and other documents produced by the consultant will be discussed and cleared by the PD before their final issue.

7. QUALIFICATIONS AND EXPERIENCE REQUIREMENTS

- Read web advertisement to find out Educational / Professional Qualifications.
- Proven experience as a frontend developer with a deep understanding of frontend technologies, including HTML, CSS, JavaScript, and programming experience in PHP and MySQL or similar database framework. Strong knowledge of frontend architecture, design patterns, and best practices for performance optimization and cross-organizational data interchange.
- Possess a deep understanding of the largescale decentralized systems and having worked with 3rd party software vendors.
- Demonstrate effective communication and interpersonal skills, with the ability to collaborate effectively with cross-functional teams and stakeholders.
- Proficiency in problem-solving, critical thinking, and decision-making.
- Ability to multitask, prioritize effectively, and thrive in a fast-paced, deadline-driven environment.
- Passion for staying up-to-date with emerging technologies, trends, and industry standards.
- Experience in delivering solutions within an enterprise or SaaS environment is a plus.

8. PROFESSIONAL COMPETENCIES

- Ability to read and write excellent English and produce project reports in English for regular and continuous presentations to World Bank staff.
- Ability to guide and deliver the range of social safeguards activities required by the project.
- Ability to interact with staff in the relevant agencies.
- Effectiveness in analyzing and resolving project implementation issues.
- Familiarity with the relevant Government procedures and regulations.
- High level of computer literacy, including Word, Excel, email and the internet.
- Strong communication skills and good interpersonal relations.

9. METHOD OF RECRUITMENT

Advertised to select the best candidate.

The procurement method - Individual consultant selection method using the World Bank Procurement procedures