

## TERMS OF REFERENCE FOR RECRUITING TWO (2) SENIOR JAVA DEVELOPER TECHNICAL ASSISTANTS

REFERENCE: AT/0290/15

Position: Senior Java Developer  
Number of posts: 2  
Term: 7 months  
Location: Ramallah (Palestine)  
Start of the provision of services: immediate

### 1. PURPOSE

The contract's subject matter is the provision of services as a Senior Java Developer under the framework of the project "Supporting the operational capacity of the Palestinian Civil Police and the Public Prosecutor's office".

Under the common framework of the activities developed by the European Union Co-ordinating Office for Palestinian Civil Police Support -EUPOL COPPS- to support the institutional building of the Palestinian Civil Police (PCP) "Family Protection Unit" (FPJU) and the Ministry of Foreign Affairs and Cooperation's "Masar" programme, in which FIIAPP participates, this project aims to improve the PCP's operational capacity when it comes to executing FPJU action protocols through the transfer of best practices, experience and know-how by Spanish State Law Enforcement Agencies (FFCCSE) in collaboration with EUPOL COPPS experts.

The project focuses on two key areas: (1) the capacity of the FPU to perform Risk Identification, Assessment and Management (RIAM) procedures for the protection of victims and witnesses of domestic violence; (2) the development of specific case management software and a database for the FPU.

This contract lies within the framework of the second objective. The Senior Java/JEE Developer will be a member of a large team working on complex, far-reaching projects. Consequently, they will participate in the design and development of an integrated, scalable system of applications that are reliable, easy to maintain, extendable, embeddable and adaptable, through robust, reusable programming. This position requires someone who is an effective team player, with leadership and problem-solving skills.

### 2. PROCUREMENT AUTHORITY

According to the FIIAPP Manual for Contracting, approved by its Board of Trustees, the contracting authority, taking into consideration the volume of recruitment and according to Provision Five, section c) of such Instructions, will be the Director or the Secretary General, jointly and severally.

### 3. LEGAL SYSTEM AND COMPETENT JURISDICTION

This contract is private in nature, and the civil jurisdiction is competent for hearing any disputes that may arise from the performance hereof.

Nevertheless, the actions of preparing and awarding the same will follow the procedures set forth in FIIAPP's internal contracting instructions, in application of Article 3.3.b) of Legislative Royal Decree 3/2011 of 14 November, which approves the Recast Text of the Law on Contracts of the Public Sector, as an entity of the public sector due to its legal nature and due to the contracts that it enters into.

### 4. PROCEDURE AND MANNER OF AWARDING THE CONTRACT

The procedure and manner of awarding will be carried out according to the FIIAPP Manual for Contracting.

### 5. REMUNERATION

Monthly remuneration in the range of 3500 - 4250 euros (pre-tax) depending on the candidate's proven experience and their CV.

### 6. DESCRIPTION OF THE SERVICES TO BE PROVIDED.

#### a. Main roles

- Participating in all development phases, including design, coding, use cases and accompanying documentation for the architecture using Java, JEE and XML-based technologies.
- High level of knowledge for drafting detailed design documentation on oriented diagrams with UML.
- Compiling, understanding and adapting stakeholder requirements and the overall product architecture.
- Creating proof of concepts (PoC) for validating design hypotheses.
- Analysing the complex system logic in order to prepare or fine tune the technical specifications.
- Recommending and implementing policies and standards to ensure adherence to security procedures.
- Providing assistance in preparing testing as needed to determine problems in the system.
- Responding promptly and professionally when errors are found in the application or system under development.

## b. Requirements

Candidates must meet the following requirements, with it being grounds for exclusion if any are not met:

- Degree in computer science, computer engineering or equivalent.
- 3 years' experience in the development of Java and JEE components.
- 5 years' experience in and excellent knowledge of JEE specification including: Tomcat, Servlets, JSP, JSTL, JNDI, Java-Mail, JAAS, JDBC, HTTP, HTTPS and XML.
- 3 years' experience in web service design.
- 3 years' experience in OOA/OOD and knowledge of design patterns.
- 3 years' experience in complex solutions for multi-component systems using Java and JEE technologies.
- 3 years' experience in SQL and relational databases, DBMS (Oracle/PostgreSQL/MySQL).
- 3 years' experience in:
  - HTTP, SOAP, WSDL.
  - Object-relational mapping (ORM), mainly in the Hibernate Framework.
  - Java Spring Model View Controller (MVC) Framework, Spring Security, Grails Framework, XML and XML Schema.
  - JavaScript, JQuery, AJAX, DOJO.
  - Web Standards, HTML/HTML5, CSS3 and design.
- Excellent communication in Arabic (native or bilingual candidate) and English (reading, writing and spoken), having to be able to hold a fluent conversation, understand and write technical texts, C1 level.

## 7. CRITERIA SCORING

The merits listed below will be evaluated through the information provided in the CVs. The candidate must expressly state each of the merits concerning their evaluation in their CV, completed according to Annex I.

All the merits stated will only be scored in experience exceeding that specified in respect of minimum requirements.

However, during the recruitment process, the FIIAPP may require candidates to provide any supporting documentation it deems appropriate.

Rating:

Total merit rating	
1. Over 3 years' experience, certifications and type of experience in the development of Java and JEE components.	20 points
2. Having previously worked on an IT project for the Palestinian Civil Police or the Palestinian Authorities.	30 points
3. Over 5 years' experience and type of experience in JEE specification including: Tomcat, Servlets, JSP, JSTL, JNDI, Java-Mail, JAAS, JDBC, HTTP, HTTPS and XML.A.	10 points
4. Over 3 years' experience and type of experience in web service design, OOA/OOD and knowledge of design patterns.	10 points
5. Over 3 years' experience and type of experience in complex solutions for multi-component systems using Java and JEE technologies.	10 points
6. Over 3 years' experience, certifications and type of experience in SQL and relational databases, DBMS (Oracle/PostgreSQL/MySQL).	10 points
7. Over 3 years' experience and type of experience in: a) HTTP, SOAP, WSDL. b) JavaScript, JQuery, AJAX, DOJO. c) Web Standards, HTML/HTML5, CSS3 and design.	10 points
8. Over 3 years' experience and type of experience in: a) Object-relational mapping (ORM), mainly in the Hibernate Framework. b) Java Spring Model View Controller (MVC) Framework, Spring Security, Grails Framework, XML and XML Schema.	10 points
9. Experience in Bootstrap 3.x.	5 points
10. Experience in version control systems (mainly Git). Knowledge of Enterprise Service Bus (ESB).	5 points
11. Familiar with Scrum and the software lifecycle.	5 points
12. Another type of experience in architecture, frameworks, programming languages...	5 points
<b>TOTAL</b>	<b>130 points</b>

## 8. REGULATORY STANDARDS

This contract shall be governed by:

- The clauses contained in these Specifications.
- The Manual for the Contracting of Supplies and Services of the FIIAPP.
- The provisions set out under Law 50/2002, governing foundations, and in Royal Decree 1337-2005, of 11th November.
- Royal Legislative Decree 3/2011, of 14th November, which approves the TRLCSP.

The failure to know any of the terms of the contract, of the documents attached with the same or of the instructions, specifications or rules of any kind issued by the FIIAPP that may be applicable to performance of the agreement will not relieve the proprietor from the obligation of compliance therewith.

## 9. TERM OF THE CONTRACT

The contract term will be for 7 months from the signing of the same, starting from the date of signing the service contract with the contractor.

## 10. OWNERSHIP OF THE WORK PERFORMED

All work that may be performed in any of the sections will be the property of the FIIAPP.

The successful bidder may not use on its own or provide to third parties any data of the contracted works or totally or partially publish the content of the same without the express, written authorisation of the FIIAPP. In any event, the successful bidder will be liable for the damages that may be derived from a breach of this obligation.

## 11. TERMINATION OF THE CONTRACT

The grounds set forth in Article 223 of Royal Decree 3/2011 of 14th November, which approves the TRLCSP, are grounds for termination of the contract:

- a) Breach by any of the parties of the clauses set out in the contract.
- b) The manifest lack of quality of the service rendered or if the service fails to satisfy the conditions agreed in the binding documentation.
- c) The declaration of insolvency as per the terms set out under Law 22/2003, of 9th July, Insolvency Act.
- d) Mutual agreement between the parties.
- e) Breach of the limitations established for subcontracting.
- f) Obstructing the management and inspection powers of FIIAPP.

## 12. SYSTEM OF PAYMENTS

The successful candidate shall be entitled to receive payment of the agreed price, pursuant to the conditions set out in the contract, corresponding to the works effectively performed and formally received by the foundation.

## 13. TERM OF AWARD AND FORMALISATION

The contract will be awarded at the latest within two weeks of receiving the CVs.

The document formalising the contract will be provided within one week of the award.

## 14. COMMENCEMENT OF THE WORKS

The official date for commencement of the works shall be the day following contract formalisation.

## 15. PRESENTATION OF PROPOSALS

Interested persons who meet the requirements defined in these Terms of Reference may send their CV (in English and/or Spanish) together with Annex I filled in, to the following email address: [icara@fiiapp.org](mailto:icara@fiiapp.org), stating the position applied for in the Subject.

Deadline for receipt of applications: 16th November 2015 at 12 noon (GMT+1).

## ANNEX I

### Merit scoring table

*To be filled in by candidates with the relevant merits given in Clause 7.*

	Experience verifiable through the CV. In each case state the organisation(s), position and months worked there.
1. Years' experience, certifications and type of experience in the development of Java and JEE components.	
2. Having previously worked on an IT project for the Palestinian Civil Police or the Palestinian Authorities.	
3. Years' experience and type of experience in JEE specification including: Tomcat, Servlets, JSP, JSTL, JNDI, Java-Mail, JAAS, JDBC, HTTP, HTTPS and XML.A.	
4. Years' experience and type of experience in web service design, OOA/OOD and knowledge of design patterns.	
5. Years' experience and type of experience in complex solutions for multi-component systems using Java and JEE technologies.	
6. Years' experience, certifications and type of experience in SQL and relational databases, DBMS (Oracle/PostgreSQL/MySQL).	
7. Years' experience and type of experience in: d) HTTP, SOAP, WSDL. e) JavaScript, JQuery, AJAX, DOJO. f) Web Standards, HTML/HTML5, CSS3 and design.	
8. Years' experience and type of experience in: c) Object-relational mapping (ORM), mainly in the Hibernate Framework. d) Java Spring Model View Controller (MVC) Framework, Spring Security, Grails Framework, XML and XML Schema.	
9. Experience in Bootstrap 3.x.	

10. Experience in version control systems (mainly Git). Knowledge of Enterprise Service Bus (ESB).	
11. Familiar with Scrum and the software lifecycle.	
12. Another type of experience in architecture, frameworks, programming languages...	