

## Information for Applicants – Locally Engaged Staff (KOMPAK)

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<b>Position Title:</b>	Onsite Consultant for Java Programmer of SIKD Development
<b>Position Location:</b>	Jakarta , Indonesia
<b>Position Type:</b>	STA
<b>Contract Duration</b>	7 Months
<b>Estimated Start Date:</b>	15 June 2016
<b>Application Closing Date:</b>	15 May 2016

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### Overview

Thank you for your interest in the position of Onsite Consultant for Java Programmer of SIKD Development with the KOMPAK Program, as managed by Abt JTA on behalf of the Australian Government.

This document includes information on the following:

- Program Overview;
- Introduction to Abt JTA;
- Application process;
- Terms of Reference; and
- Key Selection Criteria.

Please read this document carefully as applications that vary from the specified requirements may not be accepted.

### Program Overview

KOMPAK is a large and complex program that is uniquely placed to add value to the Government of Indonesia's own efforts to improve the social and economic conditions of its citizens; it is aimed at economic expansion and poverty reduction in Indonesia. Abt JTA is supporting frontline services—including health and education—while identifying governance constraints. The work accompanies implementation of Village Law, new national rules that empower local communities and increase the direct flow of money to village governments and services. KOMPAK seeks to strengthen the capacity of all levels of government to improve services, respond to citizen needs and contribute to stable prosperity.

### Abt JTA – Who We Are

Abt JTA is a global development consulting firm with over 10 years' experience operating within the health and social sectors in the Australian and Asia-Pacific region. We are a company that has a personal commitment to its staff and as such we value the long-term

relationships that we build with the people who work with us. For more information about our company and what we do visit our website at [www.abtjta.com.au](http://www.abtjta.com.au).

## **Our Values**

### **Mission-Driven.**

We are united by our mission to improve the lives of people worldwide.

### **Global.**

We are a global community, bringing diverse knowledge, expertise, and perspectives to the many challenges faced by today's world.

### **Committed to Excellence.**

We strive to meet and exceed the highest professional standards.

### **Collaborative.**

We know that working collaboratively produces excellence.

### **Accountable.**

We take responsibility for what we do and how we do it.

### **Balanced.**

We sustain the energy and commitment we bring to our roles by promoting a healthy balance between our personal and professional lives.

## **Preparing Your Application**

Please read the following information carefully as incomplete applications may not be accepted.

To submit an application:

1. Visit the Abt JTA website ([www.abtjta.com.au](http://www.abtjta.com.au)) and navigate to the 'Careers' section.
2. Locate the position you are applying for and select 'Job Details'.
3. Click on the 'Apply Online' button and follow the prompts.

It should take between 10-20 minutes for you to complete the online application. Before submitting your application it is recommended that you have the following documentation prepared so that these can be readily uploaded during the application process:

1. An electronic version of your CV in MS Word or PDF format (less than 3MB);
2. A statement addressing the key selection criteria (maximum 3 pages). This document should clearly describe how your skills, experience and qualifications will enable you to meet the requirements of the position; and
3. Details of at least 3 professional referees (preferably your current supervisor and 2 previous supervisors).

### **Other Points to Consider:**

1. You will need to submit a separate application for each position that you apply for.
2. If you are successful in being short-listed or are selected for this position you may be required to undertake a police check, psychometric test and/or a medical examination.
3. Only short-listed candidates will be contacted.
4. Women are encouraged to apply.

**Lodging Your Application:**

All applications should be submitted online through our website at: [www.abtjta.com.au](http://www.abtjta.com.au).

Should you experience any difficulties with the submission process, or have any questions about this role then please contact:

**Contact Name:** KOMPAK HR Team

**Email:** HR@kompak.or.id

**Closing Date:** 13 May 2016

## Terms of Reference

The Services that the successful candidate is to provide include, but are not limited to, fulfilling the following Terms of Reference:

<p><b>Position Title:</b> Onsite Consultant for Java Programmer of SIKD Development</p>	<p><b>Nama Jabatan:</b> Konsultan onsite Programmer Java Sistem Informasi Keuangan Daerah (SIKD)</p>
<p><b>Location:</b> Jakarta, Indonesia</p>	<p><b>Lokasi:</b> Jakarta, Indonesia</p>
<p><b>Reporting To:</b></p> <ol style="list-style-type: none"> <li>Head of Sub Directorate of Technical Support and Information of Directorate General of Fiscal Balance Ministry of Finance</li> <li>Responsive Government LEAD KOMPAK</li> </ol>	<p><b>Melapor Kepada:</b></p> <ol style="list-style-type: none"> <li>Kasubdit Informasi dan Dukungan Teknis Direktorat Jenderal Perimbangan Keuangan</li> <li>Responsive Government Lead KOMPAK</li> </ol>
<p><b>Abt JTA Values</b> The incumbent must demonstrate a high level of commitment to following values of Abt JTA:</p> <p><b>Mission-Driven</b> We are united by our mission to improve the lives of people worldwide.</p> <p><b>Global</b> We are a global community, bringing diverse knowledge, expertise, and perspectives to the many challenges faced by today's world.</p> <p><b>Committed to Excellence</b> We strive to meet and exceed the highest professional standards.</p> <p><b>Collaborative</b> We know that working collaboratively produces excellence.</p> <p><b>Accountable.</b> We take responsibility for what we do and how we do it.</p> <p><b>Balanced.</b> We sustain the energy and commitment we</p>	<p><b>Nilai-nilai Abt JTA</b> Pihak yang menjabat harus memperlihatkan tingkat komitmen yang tinggi terhadap nilai-nilai Abt JTA berikut ini:</p> <p><b>Didorong oleh Misi</b> Kami dipersatukan oleh misi yang sama untuk meningkatkan kehidupan manusia di seluruh dunia.</p> <p><b>Global</b> Kami merupakan masyarakat global, yang menghadirkan pengetahuan, keahlian dan perspektif yang beragam guna mengatasi berbagai tantangan yang dihadapi dunia saat ini.</p> <p><b>Komitmen pada Keunggulan</b> Kami berupaya untuk mencapai dan melampaui standar profesional yang tertinggi.</p> <p><b>Kolaboratif</b> Kami tahu bekerja secara kolaboratif akan menghasilkan keunggulan.</p> <p><b>Akuntabel</b> Kami bertanggungjawab atas apa yang kami lakukan dan bagaimana kami melakukannya.</p>

<p>bring to our roles by promoting a healthy balance between our personal and professional lives.</p>	<p><b>Seimbang</b> Kami menjaga energi dan komitmen yang kami bawa dalam peran kami masing-masing dengan mempromosikan keseimbangan yang sehat antara kehidupan personal dan professional kami.</p>
<p><b>Project Summary:</b> KOMPAK (Governance for Growth) is a large and complex program that is uniquely placed to add value to the Government of Indonesia’s own efforts to improve the social and economic conditions of its citizens; it is aimed at economic expansion and poverty reduction in Indonesia. Abt JTA is supporting frontline services—including health and education—while identifying governance constraints. The work accompanies implementation of Village Law, new national rules that empower local communities and increase the direct flow of money to village governments and services. KOMPAK seeks to strengthen the capacity of all levels of government to improve services, respond to citizen needs and contribute to stable prosperity.</p>	<p><b>Ringkasan Proyek:</b> KOMPAK (Kolaborasi Masyarakat dan Pelayanan untuk Kesejahteraan) merupakan sebuah program yang besar dan sangat kompleks dan ditempatkan sedemikian uniknya sehingga menjadikan nilai tambah terhadap usaha-usaha Pemerintah Indonesia sendiri dalam meningkatkan kondisi sosial dan ekonomi dari warga negaranya; yang ditujukan pada perluasan ekonomi dan penanggulangan kemiskinan di Indonesia. Abt JTA mendukung penyelenggaraan pelayanan dasar – termasuk kesehatan dan pendidikan – sambil mengidentifikasi hambatan dan kendala yang ada dalam tata kelola. Pekerjaan ini akan mendampingi implementasi Undang-Undang Desa, peraturan nasional baru yang memberdayakan masyarakat lokal dan meningkatkan pengarusan uang langsung ke pemerintahan dan pelayanan desa. KOMPAK berusaha untuk memperkuat kapasitas di semua tingkat pemerintahan guna meningkatkan pelayanan, memberikan tanggapan akan kebutuhan-kebutuhan warganya serta memberikan kontribusi demi stabilitas kemakmuran.</p>
<p><b>Purpose</b></p>	<p><b>Tujuan</b></p>
<p>The key purpose of this position is to support the Ministry of Finance - Directorate General of Fiscal Balance in developing enterprise java bean (EJB) program application to support Regional Finance MIS (SIKD) core system. Consultant’s output will contribute to development of SIKD with enterprise architect.  The consultant will work with DJPK staff in developing the system architect (joint development). This collaboration is</p>	<p>Tujuan utama dari rekrutmen ini adalah untuk mendapatkan konsultan yang dapat membantu Kementerian Keuangan (c.q. Direktorat Jenderal Perimbangan Keuangan/DJPK) dalam mengembangkan program aplikasi berskala enterprise dengan model program enterprise java bean (EJB) membangun Core SIKD secara joint development. Output yang dihasilkan oleh konsultan akan berkontribusi kepada pengembangan SIKD berskala enterprise</p>

<p>necessary condition to provide relevant information for consultant to identify critical requirement of SIKD to support the development of system architect. During the SIKD improvement process, KOMPAK and DJPK will conduct evaluation on an ongoing basis to ensure that the quality of system architecture and can be realized as required.</p>	<p>dengan arsitektur enterprise. Konsultan akan melakukan pengembangan program aplikasi ini bersama pegawai DJPK sebagai tim (Joint Development). Kolaborasi diperlukan agar Konsultan mampu mengidentifikasi critical requirement dari SIKD secara detail sehingga dihasilkan aplikasi sistem yang sesuai dengan kebutuhan. Selama proses penyempurnaan SIKD, akan dilakukan evaluasi secara berkesinambungan agar sistem yang dikembangkan dapat direalisasikan dengan baik serta, sesuai kebutuhan, serta mampu menghasilkan SIKD yang berkualitas.</p>
<p><b>Job Specification / Responsibilities</b></p> <p>Will be responsible for the following duties:</p> <ol style="list-style-type: none"> <li>1. Analyze of problem identification of application of SIKD Core</li> <li>2. Building logic model from problem identification and formulating the alternative solutions</li> <li>3. Developing SIKD core application modules</li> <li>4. Developing web service modules of SIKD Core application</li> <li>5. Tuning and enhancing existing SIKD Application and agen SIKD</li> <li>6. Developing user interface and front end for SIKD core application</li> <li>7. Developing others web application that needed in order to support SIKD core</li> <li>8. Delivering transfer of knowledge and transfer of know-how from SIKD Core application that had been developed.</li> <li>9. Recommend solution for any daily problem found in client</li> <li>10. Maintain nondisclosure for any data and information confidentiality for all work activity</li> </ol>	<p><b>Spesifikasi Tugas / Tanggungjawab</b></p> <p>Konsultan bertanggung jawab untuk melakukan tugas sebagai berikut:</p> <ol style="list-style-type: none"> <li>1. Melakukan analisis atas identifikasi masalah aplikasi core SIKD</li> <li>2. Membuat model logika atas identifikasi masalah aplikasi core SIKD dan membuat rumusan usulan solusi</li> <li>3. Mengembangkan modul aplikasi core SIKD yang dibutuhkan</li> <li>4. Mengembangkan modul web service dan WSDL atas aplikasi core SIKD</li> <li>5. Melakukan <i>tuning</i> dan <i>enhancing</i> atas aplikasi core SIKD</li> <li>6. Mengembangkan user interface dan front end aplikasi Core SIKD</li> <li>7. Mengembangkan aplikasi web lainnya yang dibutuhkan dalam rangka mendukung SIKD</li> <li>8. Memberikan transfer knowledge dan transfer know how dari pengembangan aplikasi core SIKD yang telah dikembangkan.</li> <li>9. memberikan solusi dan rekomendasi terhadap masalah yang relevan yang dikelola sehari-hari oleh <i>client</i></li> <li>10. Menjaga kerahasiaan data dan informasi atas semua aspek pekerjaan.</li> </ol>
<p><b>Deliverables</b></p>	<p><b>Capaian</b></p>

<p>The following deliverables will be submitted refer to work plan prepared by consultant at least after 2 weeks from mobilization and approved by DJPK and KOMPAK. These are deliverables:</p> <ol style="list-style-type: none"> <li>1. Consultant Work Plan</li> <li>2. Report of application identification and programming model analysis of web based application of SIKD Core</li> <li>3. Business Requirement Design (BRD)</li> <li>4. Software Requirement Specification (SRS)</li> <li>5. Functional Design Specification and Functional Technical Design Specification</li> <li>6. Application tuning and enhancing report</li> <li>7. Application development report</li> <li>8. Source code</li> <li>9. Documentation</li> <li>10. Regular reports such as preliminary report, monthly report, and final report</li> </ol>	<p>Capaian berikut disampaikan oleh konsultan mengacu pada rencana kerja yang disusun oleh konsultan setidaknya dua minggu dari mobilisasi dan disetujui oleh DJPK dan KOMPAK pada awal penugasan. Capaian yang harus dihasilkan oleh konsultan:</p> <ol style="list-style-type: none"> <li>1. Rencana kerja konsultan</li> <li>2. Laporan inventarisasi dan analisis model pemrograman aplikasi core SIKD</li> <li>3. <i>Business Requirement Design</i> (BRD) atas pengembangan yang dilakukan</li> <li>4. <i>Software Requirement Specification</i> (SRS) atas pengembangan yang dilakukan</li> <li>5. Functional Design Specification dan Functional Technical Design Specification atas design rinci dari pengembangan yang dilakukan</li> <li>6. Laporan tuning dan enhancing atas aplikasi yang dilakukan</li> <li>7. Laporan atas pengembangan aplikasi yang dilakukan</li> <li>8. Source code aplikasi</li> <li>9. Dokumentasi aplikasi</li> <li>10. Laporan rutin berupa laporan pendahuluan, laporan bulanan, dan laporan akhir</li> </ol>
<p><b>Core Competencies</b></p>	<p><b>Kompetensi Utama</b></p>
<ul style="list-style-type: none"> <li>• Delivers Results</li> <li>• Builds Internal and External Customer Satisfaction and Loyalty</li> <li>• Develops People</li> <li>• Communicates</li> <li>• Sets Vision and Direction</li> <li>• Demonstrates Sound Financial and Business-Related Practices</li> <li>• Builds Teams and Cooperation</li> <li>• Promotes Technical Excellence and Quality</li> <li>• Promotes Diversity</li> <li>• Acts as a Role Model</li> </ul>	<ul style="list-style-type: none"> <li>• Memberikan Hasil</li> <li>• Membangun Loyalitas dan Kepuasan Pelanggan Internal dan Eksternal</li> <li>• Mengembangkan Orang</li> <li>• Melakukan komunikasi</li> <li>• Menetapkan Visi dan Arah</li> <li>• Menunjukkan Praktek Keuangan dan Praktek Terkait Bisnis yang Baik</li> <li>• Membangun Tim dan Kerjasama</li> <li>• Mempromosikan Mutu dan Keunggulan Teknis</li> <li>• Mempromosikan Keragaman</li> <li>• Bertindak sebagai Panutan</li> </ul>

**Key Selection Criteria**

For your application to be considered by the panel, interested applicants must submit a response to each of the following Key Selection Criteria:

- KSC 1.** Educational background of informatics system or informatics technology with seven years relevant working experiences
- KSC 2.** Having 3 years experiences as system developer using JAVA as programming language
- KSC 3.** Having experience for developing enterprise level application using enterprise java beans dengan JBOSS
- KSC 4.** Having experience for developing application with Java Server Faces Framework especially with Primefaces
- KSC 5.** Having skills for identify and analyse problems and modelling logic with DFD/UML/BPMN
- KSC 6.** Deeply understanding of Object oriented programming (OOP)
- KSC 7.** Having experience implementing application versioning with subversion, CVS, etc.
- KSC 8.** Mastering EJB Frameworkd
- KSC 9.** Mastering hibernate or other object relation mapping for database connectivity
- KSC 10.** Having experience configuring and implementing JBOSS, Apache TOMCAT, Glassfish and other application server
- KSC 11.** Mastering SQL Query for multiple database platform
- KSC 12.** Having minimum 3 years experiences in linux environment (Redhat/Centos)
- KSC 13.** Having experience for developing J2EE application (EJB, Java Persistence API or Web Service)
- KSC 14.** Capable for using and building report using iReport/Jasper Report

**If no response to the above Key Selection Criteria is made, applications will not be considered further.**