



## REQUEST FOR EXPRESSIONS OF INTEREST(REOI)

**Country:** Pakistan  
**Name of Project:** Pakistan Raises Revenue Program  
**Assignment Title:** Selection of Individual Consultants for FBR  
**Loan No./Credit No./ Grant No.:** 6435-PK  
**Reference No.:** U.O No. 1(15)DD(P&CM)/2023

1. The Federal Board of Revenue has received financing from the World Bank towards the cost of the Pakistan Raises Revenue Program (PRRP) and intends to apply part of the proceeds for procuring services of various individual consultants as follows:

Title/ Position	Qualifications	Experience
Solution Architect	<ul style="list-style-type: none"><li>Bachelor and/ or Master's degree in Computer Science/ Software Engineering or similar relevant field.</li></ul>	<ul style="list-style-type: none"><li>8+ years of experience in senior backend/ frontend role along with 4+ years of experience in Solution/ Software Architect level.</li><li>Experience with back-end development (Java, Node.js, .NET), including building RESTful APIs in a widely used programming language.</li><li>Experience with mobile development, including React Native, iOS, and Android.</li><li>Experience with Front-end technologies, including modern JavaScript frameworks (React, Angular, etc.)</li><li>Experience with SQL &amp; Database Skills, both SQL and NoSQL.</li><li>Knowledge of Enterprise Service Platforms WSO2/IBM (API Gateway, ESB, Identity Server).</li><li>Experience with agile software development methodologies.</li><li>Experience with DevOps practices and tools, such as CI/CD pipelines and infrastructure as code.</li><li>Experience with data modeling and database design.</li><li>Experience with security and compliance in software development.</li><li>Knowledge of Togaf MSA &amp; SOA Reference Architect will be plus.</li><li>Good English verbal and written communication skills.</li><li>Positive attitude with an entrepreneurial spirit</li></ul>
DevOps Architect	<ul style="list-style-type: none"><li>Bachelor and/ or Master's degree in Computer Science/ Software Engineering or similar relevant field.</li></ul>	<ul style="list-style-type: none"><li>Minimum 6-8 years of related experience in professional industry.</li><li>Working on tools like Jenkins, Azure, Terraform, Ansible, Subversion, Docker, or relevant.</li><li>Experience with configuration management (Chef, Puppet, Ansible, and/or Salt)</li><li>Experience with CI/CD tool chain (Jenkins, Kubernetes, Spinnaker)</li><li>Solid networking experience (TCP/IP, routing, load balancing, DNS)</li><li>Experience with Static &amp; Dynamic application testing.</li><li>Using Windows &amp; Linux Servers on VMWare, IIS, JBOSS, SQL Server, ORACLE.</li><li>Advanced level scripting experience (Python, Ruby, Bash, PowerShell).</li><li>Experience working embedded with development teams, helping them automate/optimize</li><li>Good English verbal and written communication skills.</li><li>Flexible attitude and versatile personality</li></ul>
UI/UX Designer	<ul style="list-style-type: none"><li>Bachelor and/or master's degree in Design, Computer Science, Software Engineering or similar relevant field.</li></ul>	<ul style="list-style-type: none"><li>Minimum of 4-6 years UI/ UX design experience for digital products or services.</li><li>A portfolio of professional UI/UX design work for both web and mobile platforms.</li></ul>

		<ul style="list-style-type: none"> <li>Working knowledge of any combination of the following technologies and software: Sketch, InVision, UXPin, Balsamiq, Framer.js, Quartz Composer, Visio, iOS, Android, Design Systems, and Adobe Creative Suite.</li> <li>A team player but can work independently too.</li> <li>Excellent problem-solving skill.</li> <li>Excellent written and verbal communication skills.</li> <li>Multi-tasking and time-management skills, with the ability to prioritize tasks.</li> <li>Expert knowledge of CSS, CSS extension languages (Less, Sass), and CSS preprocessor tools.</li> <li>Expert knowledge of HTML5 and its best practices.</li> <li>A history of deconstructing user behavior to create an improved experience for users, showcased in the form of blog posts, articles, screencasts, etc.</li> <li>Proficiency using Git version control.</li> <li>Proficiency using the command line</li> </ul>
Senior Software Engineer (Java)	<ul style="list-style-type: none"> <li>Bachelor and/or master's degree in Computer Science/Software Engineering or similar relevant field.</li> </ul>	<ul style="list-style-type: none"> <li>Must have 6-8 Years of Experience in the required field with a reputed IT organization.</li> <li>Experience building Java EE applications</li> <li>Familiarity with Object-Oriented Design (OOD)</li> <li>Good knowledge of popular Java frameworks like JSF and Spring MVC</li> <li>Hands on experience with Java applications, high-availability applications, Web-based applications, JSF, Hibernate, Spring, Oracle SQL, SOA, Primefaces, Spring AOP, using Oracle database in a Linux environment will be plus.</li> <li>Complete knowledge of Java Architecture, Java Design Pattern and Software Development Lifecycle.</li> <li>Problem-solving skills</li> <li>Good English verbal and written communication skills.</li> <li>Leadership and Teamwork Capabilities</li> <li>Ability to manage changing priorities and deadlines</li> </ul>
Senior Software Engineer (.Net)	<ul style="list-style-type: none"> <li>Bachelor and/or master's degree in Computer Science/ Software Engineering or similar relevant field.</li> </ul>	<ul style="list-style-type: none"> <li>Must have 7-9 Years of Experience in the required field with a reputed IT organization.</li> <li>Extensive experience developing C#, MVC, MVVM /Entity Framework Core.</li> <li>Excellent working experience on Angular 11 and 12, NodeJS or equivalent, ASP.Net applications (both UI and back-end services) along with a strong understanding of architecture and data management.</li> <li>Hands on working experience on Enterprise Service Platform, Micro services architecture and minimal services.</li> <li>Outstanding working experience on React Native, React JS and Ext.js.</li> <li>Implementation experience on Software engineering Design Patterns like Dependency Injection, Unit of work and Repository patterns, Structural, Behavior and Creational.</li> <li>Experience with UI scripting languages including: TypeScript, jQuery / JavaScript, HTML / HTML5, CSS.</li> <li>Strong expertise in structured, Web/Internet, business process, Web Service, SOAP, Restful APIs, XML, OOA / OOP design patterns.</li> <li>Good working experience on .Net 5 and .Net 6 with Visual Studio 2022.</li> <li>Database experience with SQL Server, Oracle including design, development, and data processing (OLTP, batch processing, ETL, reporting and ODAC)</li> <li>Excellent Working experience of code versioning tools such as Git, SVN, Team Foundations servers and Mercurial.</li> <li>Well versed with project management concepts and tools like Jira, Microsoft Team, Microsoft Project, Microsoft Office 365.</li> <li>Technical / project lead, architecture, and other desired experience.</li> </ul>



		<ul style="list-style-type: none"> <li>• Experience with Project Management Tools / Techniques under the light of Multiple Software Development Model's like Agile, Waterfall, Prototyping.</li> <li>• Good working experience in designing enterprise software solutions using Object-oriented analysis &amp; Design (OOAD) methodologies and preparing related formal documentation including functional requirements, technical design documents, architectural diagrams, database diagrams, class diagrams.</li> <li>• Experience in Review, enhance and accept proposed code modifications and audit all code changes and test execution to ensure end product quality.</li> <li>• Design patterns, and OO design.</li> <li>• Working knowledge of the Software Development Life Cycle processes</li> <li>• Good English verbal and written communication skills.</li> <li>• Leadership and Teamwork Capabilities</li> </ul>
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2. The Federal Board of Revenue now invites eligible individuals to express their interest in providing the aforementioned services. Interested individual consultants must provide:
  - a. A letter of Expression of Interest, providing information demonstrating ability, skills and experience to undertake the assignment and deliver inputs/ outputs required under the TOR.
  - b. A detailed, dated and signed Curriculum Vitae highlighting qualifications and experience in carrying out similar assignments, as well as references for possible checks.
  - c. Duly filled and signed "Expression of Interest Form (Individual Consultants)" as enclosed with the TORs.
3. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" July 2016 [revised November 2017 and August 2018] ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.
4. Consultants will be selected in accordance with the Open Competitive Selection of Individual Consultants method set out in the World Bank's "Procurement Regulations for IPF Borrowers" July 2016, revised November 2017 and August 2018.
5. The Consultants will be hired on Contract basis and shall be working on fulltime basis in FBR House, Islamabad.
6. Detailed/ respective Terms of Reference are available at <https://fbr.gov.pk/tenders>, in case of any query, please email at [deputydirector.prr@fbr.gov.pk](mailto:deputydirector.prr@fbr.gov.pk) or visit the office of Director Program Office, Room No 574, 5<sup>th</sup> Floor, FBR House, G-5, Constitution Avenue, Islamabad during business hours on any working day by/before the deadline for submission of EOI as mentioned below.
7. The Expression of Interest and Curriculum Vitae (enclosed in an envelope clearly mentioning the position applied for written on the top right corner of the envelope) must be delivered to the address below (*in person or by surface mail*) not later than 1500 hours on **17<sup>th</sup> May, 2023**. In case any personal interaction is required; it would be undertaken virtually. Applicants are therefore advised to ensure that updated and complete contact information has been provided in their EOI (Form) and CV.
8. The address(es) referred to above is (are):

**Deputy Director Procurement (Program Office)**

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