

REQUEST FOR EXPRESSIONS OF INTEREST

AFRICAN DEVELOPMENT BANK

Avenue Joseph Anoma, 01 B.P. 1387, Abidjan, CÔTE d'IVOIRE

Corporate IT Services Department (CHIS)

E-mail: IT_Recruitment@afdb.org

Telephone: (+225) 20 26 22 61/ (+225) 20 26 25 83

1. The African Development Bank hereby invites Individual Consultants to indicate their interest in the following Assignment: **“Two Business Intelligence Analysts”**.
2. The Bank intends to engage the services of Two Individual Consultants to serve as Business Intelligence (BI) Analysts.

The selected Consultants will manage, create, maintain and support all BI components managed by BI Team including OBIEE platform, SAP BW4HANA, MSBI Platform, ETLs (Talend, SAP Dataservices, SAP PI), SAP Lumira, Power BI and Tableau. They will also be involved in the Analysis and Relation with users. The Consultants will cover all skills ranging from data mining and extraction from different sources (Database format, MS Office format, etc.), maintenance of BI data warehouse, the development of analytical reports and dashboards and dissemination into a portal.

The Consultants should understand the source systems (SAP4HANA , SUMMIT, Oracle Database, SQLServer and MySQL), ETL principles for SAP ETL products, Talend, BI database concepts, reporting tools, BI analysis concepts, dashboards, SAP portals and SAP Fiori Launchpad.

The consultants' responsibilities will include mainly the following:

- Provide technical assistance in the use of Business Intelligence solutions by translating business requirements into technical solutions.
- Assist the BI team in organizing working sessions with key users to define all their needs with improvement of existing reports and description of the new reports.
- Interview business users for requirements and business rules gathering and translate business needs to technical solutions.
- Translate high level business requirements into functional specifications for the IT organization and manages changes to such specifications
- Analyse requirements data, verify requirements and create functional specifications.
- Deliver and manage Logical and Physical data models for data warehouse and data marts
- Develop and support the Data Warehouse using Extract, Transform and Load (ETL) methodologies:
 - Extract data from external sources;
 - Transform the data to fit business needs including verification and cleansing;
 - Load into the data warehouse
- Maintain Data Warehouse and Reporting Toolset, technical procedures and documentation.

- Establish and maintain agreed standards applicable to the work undertaken and ensure that they are adhered to.
- Provide knowledge transfer, training and technical documentation to the Bank's technical staff.

3. **Essential skills/Competencies:**

- Master degree in computer science, software development or related business fields and/or equivalent work experience.
- Minimum of 5 years' experience as a customer-facing Business Analyst within an IT organization
- A solid understanding of BI technologies and trends.
- Deep Knowledge and skills in data warehousing methodologies, BI technologies and tools such as SAP BW4HANA, OBIEE and MSBI
- Strong foundation in Business Intelligence Tools, Decision Support Systems, OLAP Technology and Multi-dimensional Data.
- Very good knowledge and experience in the BI development with OBIEE suite : analytics, publisher, dashboard, VA, and so on
- Experience with Talend or SAP Data services would be highly regarded.
- Good knowledge on SAP Objects, Oracle, MySQL and SQL Server Databases.
- Good knowledge of web principle and technology (HTML, CSS, JavaScript).
- Extensive knowledge and understanding of dimensional data warehouse design and implementation.
- Strong Expertise in the areas of Performance and Finance. Expertise on Operations, Human Resources, missions and travel, acquisition of goods and services are recommended.
- Knowledge of data integration and data integrity issues and solutions.
- Excellent commercial and business management and analytical skills.
- Excellent communication and written skills.
- Experience in International Institution will be highly regarded
- Fluency in French or English
- Experience in managing and controlling the Business Requirements for a project (including prioritization, communication and quality management planning, change management and risk management)

4. The **Corporate Information Technology Services Department (CHIS)** invites Individual Consultants to indicate their interest in providing the above-described services. Interested Consultants shall provide information on their qualifications and experience demonstrating their ability to undertake this Assignment (**CV, reference to similar services, experience in similar assignments, etc.**).

5. The eligibility criteria, the establishment of a short list and the selection procedures shall be in conformity with the Bank's procedures for the acquisition of consulting services funded by the

administrative or capital expenditure. Please, note that interest expressed by a Consultant does not imply any obligation on the part of the Bank to include him/her in the shortlist.

6. The estimated duration of services is **twelve (12) months** and the estimated starting date is **01 February, 2019**.
7. Interested Individual Consultants may obtain further information at the address below during the Bank's working hours: from 08:00 to 17:00 hours, Abidjan Local Time.
8. Expressions of interest must be received by email at the address below no later than **Friday, 25 January, 2019 at 17:00 hours, Abidjan local time** and specifically mentioning "**Business Intelligence Analysts**".

For the attention of: **IT Recruitment Team**

African Development Bank

Corporate IT Services Department (CHIS)

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9. **ESTABLISHMENT OF THE SHORT LIST**

A shortlist of three to six individual consultants will be established at the end the request of expressions of interest. The consultants on the shortlist will be judged on the following criteria on the basis of their updated resume.

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| i. | Level of education in general | 20% |
| ii. | Educational level compared to the field of mission | 20% |
| iii. | Years of experience in general | 20% |
| iv. | Number of years of experience relevant to the mission | 40% |