

Assam Society for Comprehensive Financial Management System
(AS-CFMS)
(A Registered Society under Finance Department)
F-Block, Assam Secretariat, Dispur, Guwahati-781006 (Assam, India)

ToR for hiring Assistant Software Developer under AS-CFMS

1. Background

A Special Purpose Vehicle (SPV) named Assam Society for Comprehensive Financial Management System (AS-CFMS) has been set up for implementing and managing Public Financial Management Reforms, including IT-related projects in the Finance Department and other revenue-generating departments.

The society is currently headed by a Project Director and an Additional Project Director, with a mix of government personnel on deputation and consultants engaged on a contractual basis. The society is implementing projects with exposure to international best practices in e-Governance and financial management.

To strengthen the Project Implementation Unit (PIU) and Project Management Unit (PMU), AS-CFMS intends to engage Assistant Software Developer on a contractual basis.

2. Objective of the Assignment

The Assistant Software Developer will support the PIU/PMU in all technical aspects related to application design, development, testing, maintenance, and modernization of IFMIS and associated systems. The position will primarily support full-stack development and system enhancement activities.

3. Scope of Work & Key Responsibilities

The Assistant Software Developer shall be responsible for, but not limited to, the following:

3.1 Technical Responsibilities

- Full understanding and implementation of Software Development Life Cycle (SDLC)
- Full-stack application development and enhancement
- Fixing minor and system-level bugs
- Code review, version control, and code optimization
- Functional and technical testing, including preparation of test reports
- Requirement analysis and preparation of technical documentation
- UI/UX design and front-end development
- Reporting system anomalies and bugs reported by end-users
- Support to Technical Support and Helpdesk teams for troubleshooting and training
- Integration of IFMIS with external ICT systems (PFMS, RBI, AG, etc.)
- Database handling and report generation using enterprise tools
- Familiarity with DevOps practices, SCM, CI/CD pipelines

3.2 Reform & System Strengthening Support

- Support reengineering and modernization of Public Financial Management (PFM) processes
- Assist in development and strengthening of IFMIS applications
- Support IT infrastructure related to Data Center and Disaster Recovery (DR)
- Contribute to revision/updating of Financial Management Rules aligned with IFMIS
- Ensure improved timeliness and accuracy in fiscal reporting
- Support standardization of Budget classification and Chart of Accounts
- Assist in capacity building and training of stakeholders
- Promote transparency and efficiency in public funds management
- Support institutionalization of best practices and community of practice initiatives
- Keep abreast of emerging technologies relevant to government IT systems

4. Reporting Arrangement

The Assistant Software Developer shall report to the **Additional Project Director, ASCFMS / Project Head, FMIS**, or any other officer designated for the purpose.

5. Qualification and Experience

5.1 Essential Qualification

- BE/B.Tech in Computer Science / Information Technology or related disciplines
OR
- MCA / MSc (IT)

5.2 Essential Experience

- Experience in delivering similar assignments in State Government/PSU or externally aided projects.

5.3 Desirable Experience & Skill Set

- Experience in Java, JSP, MariaDB
- Frameworks: Struts, Spring, Hibernate, Spring Security
- Frontend: Bootstrap, Thymeleaf
- Reporting Tools: Apache Superset, Jaspersoft
- DevOps & Tools: GitLab, Jenkins, Maven, Docker, CI/CD
- Microservices Architecture & Container Orchestration
- Single Sign-On implementation
- Understanding of Government procedures and financial systems
- Experience in Public Financial Management / e-Governance projects (preferred)
- Strong communication skills (written and verbal in English)
- Ability to multitask and work under pressure
- Team-oriented approach

6. How to Apply

Apply via provided format within 10 days to hr.ascfms@gmail.com (PDF only, <20 pages with docs). No hard copies.

7. Selection Procedure

Selection will be based on Walk-in Interview assessing technical knowledge, communication skills, and aptitude.

7. Period of Assignment

- Engagement will be for one year, extendable based on performance and requirement.
- Full-time appointment; no other assignments permitted.
- Temporary (non-official) nature; can be terminated at any time without assigning reason.

8. Remuneration & Leave

8.1 Remuneration

- Monthly CTP: INR 20,000 – 25,000
- For deserving & meritorious and experienced ones, remuneration is negotiable

8.2 Leave Entitlement

- 12 days Casual Leave annually
- 2 Restricted Holidays
- Maximum 10 days Medical Leave (with certificate)
- Leave beyond admissible limits will be treated as Leave Without Pay
- Special leave may be granted at the discretion of Project Director

9. General Conditions

- This ToR is indicative in nature and may be modified by AS-CFMS at any stage.
- The engagement is purely contractual and does not confer any right of regular appointment.
- Interview dates will be communicated via email to shortlisted candidates.
- No TA/DA will be provided for attending the interview.
- Canvassing in any form will lead to disqualification.