



Terms of Reference: Technical Assistance for Two (2) Software Developers

Background

The Ministry of Education and Training (MoET) is implementing a System Capacity Grant (SCG) from the Global Partnership for Education (GPE). Currently, all national and provincial education data are stored on Vanuatu Education Management Information System (VEMIS), and this system needs upgrade with the goal of transforming it into a modern, integrated, and user-friendly Education Management Information System that strengthens data governance, improves data quality, and empowers all levels of the education sector with timely, reliable, and actionable information for evidence-based decision-making, service delivery, and long-term sustainability.

This is an exciting greenfield project to rebuild the education management system from the ground up, guided by the functionality of the current system. The new platform will use Microsoft SQL Server, a .NET Core API backend, and a Vue frontend. Developers will have the opportunity to apply and strengthen their skills while working alongside a senior developer and international consultants on this multi-year transformation project.

Scope of Work

The Software Developers will:

1. Assist in the design and coding of assigned VEMIS modules (e.g., Student, Teacher Management, Finance, School Registration, etc.). Ideally the software developers will do the full stack development for their assigned modules.
2. Translate functional requirements into technical specifications.
3. Support in providing code reviews.
4. Conduct testing, debugging, and optimization of developed modules.
5. Contribute system integration with external government systems (CRIMS, FMIS, etc.).
6. Ensure compliance with MoET ICT standards and the Data Protection & Privacy Act.
7. Support documentation, including technical guides and user manuals.
8. Collaborate with the consultants in Agile sprint planning and reviews.

Deliverables

- Fully functional and tested VEMIS modules.
- Clean, optimized, and documented source code.
- Integration with other MoET/government systems.
- Mentoring reports and skills-transfer outcomes for Junior Developers.
- Contributions to technical and user documentation.

Reporting & Supervision

The position reports to the Technical Lead Developer, with oversight provided by the Principal Programmer Analyst. The role works closely with the Chief of Party – GPE PMU, International Consultants, Technical Lead Developer, VEMIS and Statistics Officers, and Provincial VEMIS Officers to support the design, development, and implementation of the upgraded VEMIS.

Key Skills and Experience

- Advanced degree in Computer Science, Software Engineering, or education project management/EMIS management.
- At least three years' experience in developing .NET (Core) web applications. Experience in developing API's is a plus as well as experience in developing Web applications frontends with either Vue (or react).
- Knowledge of IT projects implementation and operation.
- Experience of working as a member of a larger project team.
- Strong skills in participatory facilitation, consultation, and training.
- Excellent oral and written communication skills in English or French with evidence of high-quality data analysis.
- Demonstrated ability to work effectively and independently.
- Strong understanding of the context of education in the Pacific Island nations.
- Commitment to safeguarding, gender equality and the inclusion of children with disabilities.
- Familiarity with Agile, EMIS, or digital systems is desirable
- Demonstrated experience with development in Agile projects.

Duration

18 months (July 2026 – December 2027), with the possibility of extension subject to project needs, performance, funding availability, and approval by the Ministry of Education and Training.

Remuneration

Remuneration will be aligned with the Ministry of Education and Training (MoET) and Public Service Commission (PSC) Technical category or equivalent project contract scale, subject to funding availability and approval.

Contact

Applications should be marked 'confidential' and addressed to the Human Resource Manager. It must be received at the Ministry of Education and Training, PMB 9028, PORT VILA, by Friday 3rd July 2026, by 4 pm.

For further information please contact 33500 or email nmatan@vanuatu.gov.vu