TERM OF REFERENCE (ToR)

FOR THE RECRUITMENT OF 2025 CSC PROGRAM

**GENERAL INFORMATION**

**Post Title:** Technology Development -Recruitment of 2025 CSC interns

**Host Organization:** International Fund for Agricultural Development(IFAD)

**Host Department/Division:** Corporate Services Department (CSD)

Information and Communications Technology Division (ICT)

**Duty Station:** Rome HQ

**\***subject to change according to world-wide COVID-19 situation

**Expected Places of Travel:** Rome, Italy

**Duration:** 3 to 6 months

**Expected Start Date:** July 2025

**JOB DESCRIPTION**

# SCOPE OF ASSIGNMENT

# Type of assignment:

# Technology Development Internship

# This is a very practical assignment where the intern will join an existing team working on several initiatives in technology development, including business analysis, web applications, data analytics, cloud services, and artificial intelligence. The intern will have specific tasks assigned with expected outputs according to their academic background and professional skills, which will include a combination of daily ICT activities and project-specific technology development.

# Specific Description:

# Expected activities will vary according to business needs and will be modified to fit specific intern skills, background, experience, objectives, and program of work. Expected activities may include any, but not necessarily all, of the following:

# Software Engineering. Support in developing web applications for various use cases, covering front-end, back-end, or full-stack solutions development including new products and integration with corporate systems.

# Artificial Intelligence. Support in artificial intelligence development for various use cases, spanning subfields such as Generative AI and Machine Learning, including research projects, practical prototyping, and feature implementation.

# Data Science. Support in undertaking data science tasks for various use cases, including methodology design, data processing, statistical analysis, results visualization, and model development.

# Business Analysis. Support in day-to-day ICT operations for new or current projects, including business analysis, technology analysis, resource analysis, UI/UX design, product management, project management, cost estimations, and feature planning.

# Architecture, Infrastructure, Cloud, and DevSecOps. Support in maintaining and expanding the technical foundations for technology development, including enterprise architecture, infrastructure components, cloud platforms, automation scripts, API toolkits, cybersecurity, and DevSecOps tools and processes.

# Digital Collaboration and Change Management. Support in digital transformation and digital workspace activities for various systems, applications, and use cases, including producing user documentation, providing user support, analyzing user data, and evaluating commercial and enterprise offerings.

# EXPECTED DURATION OF ASSIGNMENT

3 to 6 months

# QUALIFICATION/EXPERIENCE

The successful offeror shall meet the following minimum criteria:

# EDUCATION

* Studying or having completed a degree in Computer Science, Computer Engineering, Software Development, Data Science, Data Analytics, Technology, Digital Design, Artificial Intelligence, Business Management, or similar (including courses, certifications, or specializations).

# \* Note) Minimum academic background for the OASIS program is those who have completed the second year of university or higher

# EXPERIENCE

* Experience in designing and developing technology in projects involving cloud, data, front-end, back-end, full-stack, UI/UX, infrastructure, or AI components would be an advantage.
* Any knowledge of agriculture, finance, sustainable development, rural development, or international development sectors or work experience with data, applications, projects, products, or systems related to those sectors is appreciated.

# LANGUAGE

* Good level of English (Level 4), IFAD’s working language, is required.
* Additional knowledge of any other IFAD official language – Arabic, French, Spanish – is appreciated.
* Additional knowledge of any other language is welcome.

**FUNCTIONAL COMPETENCIES**

* Experience of work with any of the following programming languages – Python, Javascript, Ruby, Java, C, C++, SQL, R/Stata/SPSS, HTML/CSS, JSON/XML, and adaptability to learn new languages (especially Python and JavaScript)
* Understanding of the technology development lifecycle
* Knowledge of algorithms and data structures for designing software solutions
* Knowledge of web development technologies
* Knowledge of cloud development platforms
* Knowledge of user-centric design
* Knowledge of business analysis frameworks
* Knowledge of designing and developing APIs
* Knowledge of secure coding practices and awareness of potential vulnerabilities
* Strong interest in emerging technologies and technology trends
* Strong analytical and problem-solving skills

**Core Competencies**

* Collaboration and Teamwork – this work is part of a larger technology initiative and involves working with technical and non-technical people; the ability to collaborate, brainstorm challenges, share insights and learnings are key
* Ability to design, develop, and document work in a clear and concise manner
* Attention to detail, in technical work and in communication and interactions with business users
* Ethical understanding – understanding of the ethical implications of technology development and data governance, and the need for careful adherence to privacy, protection, confidentiality, and other relevant security standards.