

Benazir Income Support Program (BISP)
National Social Protection Program (CR.5973-PK)
TERMS OF REFERENCE
SOFTWARE QUALITY ASSURANCE COORDINATOR

1. BACKGROUND

Initiated in July 2008 by the Government of Pakistan (GoP), BISP is the first ever comprehensive and countrywide Social Safety Net (SSN) programme. BISP's primary aim is to eradicate poverty through provision of unconditional and conditional SSNs. Unconditional SSNs through cash injection enhance buying capacity of the disadvantaged families. Through conditional SSNs schooling of the children aged 05-12 is supported. Between 2008 and 2012, BISP carried out a National Socio-Economic Survey (NSES) to take stock of the socio economic status of entire population of the country by applying a comprehensive Proxy Means Test (PMT) to NSES in order to identify eligible beneficiary families with PMT scores less than 16.17.

It is widely acknowledged that household demographics change to a considerable extent over a duration of five years, and, often, economic registries have errors at three levels i.e. (i) design, (ii) Implementation, and (iii) time/aging factor which in turn affect the measure of accuracy. In consideration of these, this year, BISP has initiated a fresh National Socio Economic Survey to update its National Socio-economic Registry (NSER).

The World Bank is actively engaged with the GoP and BISP since 2009. The World Bank's initial support to BISP came through sectoral Development Policy Credit (US\$150) in 2009, accompanied by Social Safety Net Technical Assistance (TA) Project (US\$60 million). In 2012, the TA Project was restructured with additional financing of US\$ 150 million to support expansion of the program and strengthening administration and performance by introducing disbursement linked indicators (DLIs) and was closed on June 30, 2017.

World Bank is extending its support through National Social Protection Program (NSPP), a US\$ 100 million credit from IDA. It will support the GoP through, a Program for Results (PforR) in an amount of US\$ 90 million by making disbursement against the key results as part of the Government's program; and an Investment Project Financing (IPF) TA component in an amount of US\$ 10 million to finance critical areas to achieve the quality of results. The expected closing date of NSPP is June 30, 2021.

For timely and effective development/maintenance and roll out of the programs specifically for **CI / Data Sharing**, BISP is in the process of putting in place the required technical staff for the IS cell. To this end, BISP requires the services of a **Software Quality Assurance Coordinator**.

2. OBJECTIVES OF THE ASSIGNMENT

The Quality Assurance Coordinator shall be responsible for the test planning, specification and execution of tests of developed software's/modules.

3. RESPONSIBILITIES

The Quality Assurance Coordinator shall be responsible for the following:

- Prime responsibility is to ensure software developed are field quality with 98% stability.
- In coordination with SPM & IS Architect, review software requirement specification documents and software design specification documents and develop a comprehensive testing requirements.
- Participate in all types of testing including Integration/ System Testing, Performance Testing, Regression Testing, User Acceptance Testing etc.
- To work closely with IS Architect/Software Project Manager, to prepare and execute/monitor test plans.
- To prepare and execute detailed test plans, test data & test cases for each module implementation. Document test results and track defects to closure.
- Creating and implementing the program/project quality plan.
- To create test cases for functional, integration and performance testing as per requirement specifications.
- Any other technical task required in a team environment for solution delivery.

4. TIMEFRAME AND SUPERVISION

The initial contract will be for one year subject to further extension based on satisfactory performance. The professional will work with BISP Information Systems cell to perform the assigned tasks and report to the IS Systems Architect/*Principal Technology Advisor*.

5. QUALIFICATIONS AND EXPERIENCE

- As a minimum, 16 years of education and a Bachelor's degree in Computer Sciences CS (4 years) or a related field.
- At least 5+ years direct work experience as software quality assurance engineer/lead.
- Two (2+) years development& database experience will be preferred. Familiar with programming languages, including VC/C++, .net, C# or Java.
- Hands on experience in testing of web-based enterprise applications.
- Solid experience in white box testing (code and query based testing).
- Experience in one of automated testing tools e.g. WinRunner/LoadRunner (Performance Testing)/QTP (Functional/Regression Testing) and bug tracking Systems and tools.
- Strong understanding of testing methodologies. Ability to devise appropriate testing

strategy and performing test planning.

- Experienced in diagnosing, reporting, tracking and resolving quality issues.
- Ability to communicate clearly in writing. Good understanding of quality models including ISO and CMMI would be a plus.
- Preference will be given to graduates from HEC approved top ranking local and foreign recognized universities.
- Work experience from certified software development & product companies is preferred.