NATIONAL HEALTH INSURANCE FUND

EMPLOYMENT OPPORTUNITIES

INTRODUCTION

National Health Insurance Fund (NHIF) is a statutory Health Insurance Scheme established by the NHIF Act, Cap 395, so as to undertake the responsibility of insuring medical care services to its members. The Fund is dedicated to providing support to its beneficiaries to access health care services through a wide network of accredited quality health facilities throughout Tanzania. NHIF envisions on becoming the leading Health Insurance Scheme of choice in the sub-Saharan region in terms of sustainability and quality of services. NHIF is an equal opportunity employer.

The Fund invites qualified Tanzanians to fill the following vacancies:

1. SYSTEMS DEVELOPER (2 Positions)

1.1. Role

System Developer shall be responsible for developing and supporting .NET/C#/Java projects, functions and completing specific work, projects and miscellaneous tasks while ensuring commitment and quality through to completion. This highly responsible position involves using established work procedures to analyze, design, develop, implement, maintain, re-engineer and troubleshoot organization's applications.

1.2. Key Responsibilities

- Use technologies such as Java, C#, ASP.NET, SQL, MVC, and Microsoft Workflow to develop technical solutions to complex problems that require the regular use of ingenuity and creativity

- Design, code, test, debug and document software according to the functional requirements
- Develop, maintain and support programs/tools for internal and external clients/stakeholders
- Analyze, diagnose and resolve errors related to their applications
- Help define project plans requiring software development and hardware installations
- Provide technical and project management expertise across multiple areas of application development
- Provide ad hoc reporting and analysis as required
- Investigate operational or systematic problems and user queries as required
- Follow all department standards and methodologies
- Strong ability to effectively lead a team of .NET DEVELOPER
- Identify options for potential solutions and assess them for technical and business suitability
- Draw up specific proposals for modified or replacement systems
- Produce project feasibility reports and present proposals to user departments
- Work closely with developers and a variety of end users to ensure technical compatibility and user satisfaction
- Draw up a testing schedule for the complete system
- Oversee the implementation of a new system, write user manuals and train new system users
- Keep abreast of technical and industry developments

1.3. Required Minimum Qualification:

- Bachelor Degree in Computer Science, Information Technology or any closely related field from an accredited college or university.
- Professional training (certifications shall be an added advantage) in enterprise level software development framework preferably .Net and Java.

1.4. Required Competences, Skills and Experience

- At least 3+ years' experience of using .NET and/or Java development
- Should be able to cope within weeks and participate effectively in the ongoing projects
- Experience in using MVC and HTML 5 for developing web applications
- Experience in Developing and Deploying and Integrating Web Services
- Experience of using Object Relational Mapping Frameworks such as Entity Framework, Hibernate etc
- A good understanding of Database Programming with such dialects as T-SQL, PSQL (MS SQL Oracle, DB2, MySQL etc.)
- A solid understanding of OOP principles
- A good understanding of N-tier and N-layered architecture
- Strong analytical skills
- Experience of working effectively as part of a team

- Experience of working to and applying agile methodologies
- Good written and verbal communication skills
- Inter-personal skills
- A flexible approach and ability to adapt
- Ability to work under own initiative

1.5.Age limit: Below 45 years.

2. DATABASE ADMINISTRATOR (1 Position)

2.1.Job Description:

- Establishing the needs of users and monitoring user access and security;
- Monitoring performance and managing parameters to provide fast query responses to front-end users;
- Mapping out the conceptual design for a planned database in outline;
- Considering both back-end organization of data and front-end accessibility for end-users;
- Refining the logical design so that it can be translated into a specific data model;
- Further refining the physical design to meet system storage requirements;
- Installing and testing new versions of the DBMS;
- Maintaining data standards, including adherence to the SSRA Data Management guidelines, NHIF Data Management Policy etc.;
- Writing database documentation, including data standards, procedures and definitions for the data dictionary (metadata);
- Controlling access permissions and privileges;
- Developing, managing and testing back-up and recovery plans;
- Ensuring that storage, archiving, back-up and recovery procedures are functioning correctly;
- Allocating system storage and planning future storage requirements for the database system (Capacity planning);
- Working closely with application system developers advising them on the most efficient database designs (tables, data types, stored procedures, functions, etc.);
- Modifying the database structure, as necessary, from information given by application developers;
- Communicating regularly with technical, applications and operational staff to ensure database integrity and security;
- Commissioning and installing new applications and customizing existing applications in order to make them fit for purpose;
- Ensuring compliance with database vendor license agreement;
- Contacting database vendor for technical support;
- Generating various reports by querying from database as per need;
- Perform any other related duties as may be assigned by the supervisor

2.2. Required Minimum Qualification:

- Bachelor Degree in Computer Science, Information Technology or any closely related field from an accredited college or university.
- Professional certification (or in the process of attaining certification) in administering enterprise level DBMS preferably SQL Server or Oracle.

2.3. Required Competencies, Skills and Experience

- Must have 3+ years of experience in database development and support of Database environments.
- Strong experience in Database Administration.
- Experience in troubleshooting and resolving database problems.
- Experience in Performance Tuning and Optimization (PTO), using native monitoring and troubleshooting tools.
- Experience with backups, restores and recovery models.
- Knowledge of Database level High Availability (HA) and Disaster Recovery (DR).
- Knowledge of reporting and query tools and practices.
- Experience in implementing operational automation using scripts.
- Knowledge of indexes, index management, and statistics.
- Experience working with Windows server, including Active Directory, SPNs and proper disk configurations.
- Good communication and documentation skills.

2.4. Age limit: Below 45 years.

3. SYSTEM AND HARDWARE ADMINISTRATOR (1 Position)

3.1. Role

System and hardware administrator shall be responsible for managing data center infrastructure that include a variety of IT equipment and systems such as physical and virtualized servers, storage systems and Disaster Recovery (DR) solution. These IT equipment are supported by power, cooling and telecommunication systems.

3.2. Key Responsibilities

- Plan for capacity, performance and service availability of all servers and storage in line with business needs.
- Work with application/project teams and 3rd party partners to plan, design and implement IT infrastructure, to meet existing and growing needs of the business.
- Monitor and take action if there are issues.
- Work with vendor in resolving issues and tracking progress to completion.

- Complete day to day operations and administration tasks of virtualized and physical server infrastructure including provisioning of development, testing and production environments to application teams as needed.
- Manage storage resources throughout their lifecycles.
- Storage Management LUN assigning, tiring for new server and maintain High Availability (HA).
- Ensure that servers and services are appropriately updated and patched, ensuring system security and reliability.
- Initiate and manage upgrades and procurement of replacement equipment as required
- Plan, implement and manage backup and Disaster Recovery solutions.
- Maintain high standards in terms of written materials/documentation, including system level documentation, infrastructure/incident reports and monitoring anomalies.
- Upgrade and new installations of Equipment (Servers, Storage)
- Perform any other related duties as may be assigned by the supervisor

3.3. Required Minimum Qualification:

- Bachelor Degree in Computer Science, Information Technology or any closely related field from an accredited college or university.
- Professional training (certifications shall be an added advantage) in the following areas: VMware, Windows Server, CCNA, CCNP, HP Servers and Storages.

3.4. Required Knowledge, Skills and Experience

- Must have 3+ years of experience in managing and support ICT infrastructure.
- Strong knowledge and experience in virtualization technologies.
- Experience in managing HP 3 par storage
- Experience in troubleshooting and resolving hardware and network problems.
- Knowledge of Disaster Recovery (DR) techniques.
- Experience working with Windows server, including Active Directory, SPNs and proper disk configurations.
- Good communication and documentation skills.

3.5. Age limit: Below 45 years.

REMUNERATIONS

All posts carry an attractive remuneration package in accordance with the NHIF Schemes of Service and Staff Regulations.

MODE OF APPLICATION

Interested persons who meet the qualifications given above are required to submit their well written **application letters** enclosing certified copies of academic and professional **certificates,** a detailed **CV** with one current colored, passport size **photograph** of applicant attached on the first page of the CV. The applicant should also provide two names of his/her **referees** in the CV, indicating their telephone numbers, e-mails, postal and physical addresses. One referee must be from the **current/ latest employer**.

Application shall be sealed in an envelope **clearly indicating the name of position applied for on the top right hand side of the envelope**; and submitted by post or physically so as to reach the address below not later than **21st June 2017, 4.00 pm**

The Director General

National Health Insurance Fund,

Kurasini Bendera Tatu,

P. O. Box 11360,

DAR ES SALAAM.

Note: This advertisement is also available at our website: www.nhif.or.tz