



PALLI KARMA-SAHAYAK FOUNDATION (PKSF)

www.pksf.org.bd

TERMS OF REFERENCE (ToR)

of

Mobile Application Developer

1.0 Background

Palli Karma-Sahayak Foundation (PKSF), an apex development organization founded by the Government of Bangladesh, is mandated for poverty alleviation through sustainable employment generation by providing appropriate financing, skill training, and other necessary services. As a second-tier organization, PKSF implements all programs and projects through more than 200 of its Partner Organizations (POs) across the country.

As part of its ongoing efforts to strengthen digital services and improve operational efficiency, PKSF's Information Technology and Digital Solutions Department (ITDSD) is expanding its software development capacity, including its mobile application development capabilities. This requires professionals capable of designing and delivering high-quality, secure, and user-friendly mobile applications that extend PKSF's digital services to its stakeholders, partner organizations, and staff.

Given the volume and sensitivity of data involved, including financial, project, and partner organization records, the incumbent will assist in building secure data handling mechanisms, robust authentication protocols, and reliable application performance across PKSF's mobile applications.

2.0 Position Title & Administrative Overview

- **Position Title:** Mobile Application Developer
- **Duty Station:** PKSF Bhaban, Dhaka (with occasional field visits as required)
- **Employment Duration:** Initially 4 years (subject to annual renewal based on performance and demonstrated dynamism)
- **Age Limit:** Maximum 32 years on the last date of application
- **Years of Experience:** Candidates shall have a **minimum of two (02) years** of professional experience in mobile application development.
- **Consolidated Monthly Salary:** BDT 1,20,000/- (inclusive of all taxes as per Government rules) plus admissible benefits (annual increments, festival allowances, Bangla Noboborsho allowance, mobile allowance, group insurance) as per PKSF policies.

3.0 Key Responsibilities and Tasks

The Mobile Application Developer will work under the Information Technology and Digital Solutions Department (ITDSD) of PKSF and perform the following tasks:

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A. Mobile Application Feature Development

1. **Cross-Platform & Native Coding:** Develop, and maintain cross-platform mobile applications using **Flutter** (Dart), as well as native **Android (Kotlin/Java)** and **iOS (Swift)** applications per technical specifications and coding standards.
2. **UI/UX Implementation:** Translate user requirements and wireframes into clean, responsive UI layouts conforming to **Material Design** and iOS Human Interface Guidelines.
3. **Offline Caching & Data Sync:** Implement offline data storage, local caching, and background database sync (using **SQLite, Room, Core Data, Hive, or Realm**) to ensure reliable performance under intermittent network conditions across field offices.

B. API Integration, Security & Performance

1. **Backend Integration:** Integrate mobile applications with backend RESTful APIs, JSON/XML web services, and third-party SDKs.
2. **Mobile Security & Identity:** Implement mobile security controls, token-based authentication (**OAuth2, JWT, Keycloak SSO**), biometric login features, and local data encryption to protect sensitive organizational records.
3. **Performance Optimization:** Optimize app memory usage, rendering speed, and battery consumption across various handheld devices and OS versions.
4. **Engagement & Crash Monitoring:** Integrate push notifications (Firebase Cloud Messaging - FCM, Apple Push Notification service - APNs) and instrument application performance tracking using tools like **Firebase Crashlytics** or **Sentry**.

C. App Store Deployment & DevOps

1. **Store Publishing:** Support end-to-end release management, version configuration, code signing, and publishing processes for the **Google Play Store** and **Apple App Store** in compliance with store policies.
2. **Build Automation:** Utilize mobile CI/CD tools (**Fastlane, GitHub Actions, GitLab CI/CD, Bitrise**) to automate build and testing workflows.

D. Testing, Maintenance & Collaboration

1. **Code Quality & Testing:** Write maintainable, testable code adhering to established mobile architecture patterns (**BLoC, MVVM, MVP, or Clean Architecture**); write unit and UI widget tests.
2. **Post-Deployment Support:** Monitor crash logs, troubleshoot bug reports, and refactor existing mobile applications to maintain backward compatibility.

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3. **Documentation & Agile Teamwork:** Maintain clear technical documentation (API integration maps, build setup guides); collaborate effectively with UI/UX designers, backend engineers, QA, and DevOps teams.
4. Perform any other duties assigned by the supervisor.

4.0 Academic and Other Qualifications

1. **Academic Degree:** Candidates must have a Bachelor's degree in Computer Science / Computer Science & Engineering / Information Technology / Software Engineering / Equivalent Degree or related subject from a reputed university.

or

Candidates with a Bachelor's degree in any other discipline will also be considered provided they possess substantial professional experience in the mobile application development field.

2. **Academic Record:** Applicants must have at least **three First Divisions/Classes** or equivalent CGPA across their academic record.
 - o *Note:* Any Third Division/Class in any examination is **not acceptable**.
 - o First Class will be determined based on the candidate's regular degree (considering the first four degrees only).

5.0 Experience & Required Competencies

Mandatory Requirements:

- **Years of Experience:** Candidates shall have a **minimum of two (02) years** of professional experience in mobile application development.
- **Core Technology Stack:** Demonstrated hands-on experience in cross-platform mobile development using **Flutter** and/or native **Android/iOS** development.

Preferred Qualifications & Technical Competencies:

1. **Verifiable Code & App Portfolio:** Preference will be given to candidates who provide a link to published apps on the **Google Play Store / Apple App Store** or an active **GitHub/GitLab profile** showing clean Flutter/Native code, modular state management (BLoC/Provider), and automated unit tests.
2. **Architecture & API Integration:** Practical experience with RESTful API integration, JSON/XML handling, third-party SDKs, and mobile architecture patterns (MVVM, BLoC, or Clean Architecture).
3. **Offline Data Storage:** Experience implementing local databases (SQLite, Room, Hive, or Realm) and offline synchronization logic.

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4. **App Store Publishing & Compliance:** Familiarity with Google Play Console, App Store Connect, App Store Optimization (ASO), and release workflows.
5. **Mobile Security & Identity:** Practical knowledge of secure storage, token-based authentication (OAuth2, JWT, Keycloak), and encryption basics.
6. **Mobile CI/CD & Cloud:** Familiarity with build automation tools (**Fastlane, Bitrise, GitHub Actions, GitLab CI**) and mobile cloud platforms (Firebase/AWS/GCP).

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