



The WorldFish Center, located on the island of Penang, Malaysia, is a world-class scientific research organization. Our mission is to reduce poverty and hunger by improving fisheries and aquaculture. We have offices in 8 countries and engage in collaborative research with more than 200 partners in more than 25 countries. The Center is a non-profit organization and a member of the Consultative Group on International Agricultural Research (CGIAR).

A unique opportunity has arisen for gifted individuals to contribute to the mission of the Center.

SYSTEMS DEVELOPER

Key Responsibilities

- Taking a lead role in handling an end-to-end software development project namely requirement gathering, system analysis, development, implementation, documentation, training and support;
- Working independently by actively seeking the end users for requirements and feedback, constantly updating them with development progress and tracking and following up any pending issues;
- Acting as a system integrator for different software and servers deployed in WorldFish;
- Providing support, upgrade and improve current software applications in place;
- Developing and updating documentation and user manuals for any custom software created;
- Providing in-house training and developing training materials for software deployments; and
- Reviewing, advising and recommending WorldFish's software needs.

Skills and Abilities

- Possess strong analytical skills, data warehouse design skills and technical skills i.e. .NET web development (ASP.NET), .NET windows application development (VB.NET), Microsoft SQL Server, Microsoft Access and Microsoft Office development, SQL Reporting Services and Crystal Reports;
- Possess high level of Excel skills for financial analysis solutions (Pivot tables, data analysis, ranged names etc);
- Proficient in object oriented programming concepts, VBA and VB.NET skills – translating from legacy applications into online applications;

- Possess good coordination skills, user relationship management skills and administration skills – restore / backup, creating and managing jobs and scheduling;
- Ability to quickly grasp new concepts and translate into logical systems;
- Ability to work with people from a wide variety of background and understand their different requirements;
- Ability to train users from different backgrounds on new tools and services developed;
- Ability to write extensive technical documentation and user manuals;
- Ability to meet and honour agreed development deadlines with high degree of accuracy;
- Work independently with minimal supervision;
- Proficient in both written and verbal English language;
- Knowledge of project management methodologies and tools, and document management technologies (Sharepoint);
- Understanding of multi-tier development, finances and fund accounting would be a definite advantage;
- Understanding of AGILE development methodology and the pluses and minuses of the methodology;
- Good knowledge of Business Intelligence products and general knowledge of Microsoft products and their uses in different scenarios would be an added advantage.

Qualifications and Experience

- Degree in IT or related subjects;
- Minimum 3 years of experience in handling full development cycle of software applications with emphasis on databases and work flow;
- Good working knowledge of SSIS and OO methods and development;
- Working with database files, understanding logs;
- Working with other DBAs to continually improve availability of services;
- Completed at least 3 medium sized projects that are cross departmental;
- Exposure to ERP environment such as SAP and HR systems and experience in managing development projects is advantage; and
- Team player and customer oriented.

The WorldFish Center offers a competitive remuneration package, a non-discriminatory policy and provides an innovative work environment. Interested applicants are invited to submit a comprehensive curriculum vitae that includes names and contacts (telephone, fax, and e-mail addresses) of three (3) professional referees who are familiar with the candidate's qualifications and work experience. You are required to submit your application (with indication on the subject header "**Application for the position of Systems Developer – Headquarters**") to the Human Resources Strategy and Services Unit at worldfish-hr@cgiar.org. Screening of applications will begin immediately and continue until **28 February 2010** or until filled. This is a national position that will be based at the WorldFish Headquarters in Penang, Malaysia. Only short-listed candidates will be notified.

WorldFish is committed to a policy of Equal Employment Opportunity. Applications from qualified female candidates are particularly encouraged.