

Information for Applicants – Locally Engaged Staff (KOMPAK)

Position Title:	Onsite Consultant for Datawarehouse Engineer for SIKD Development
Position Location:	Jakarta, Indonesia
Position Type:	Short Term Consultant
Contract Duration:	6 months with possible extension
Estimated Start Date:	May 1, 2017
Application Closing Date:	March 22, 2017

Overview

Thank you for your interest in the position of **Onsite Consultant for Datawarehouse Engineer for SIKD Development** with the KOMPAK Program, as managed by Abt Associates on behalf of the Australian Government.

This document includes information on the following:

- Program Overview;
- Introduction to Abt Associates;
- Application process;
- Terms of Reference; and
- Key Selection Criteria.

Please read this document carefully as applications that vary from the specified requirements may not be accepted.

Program Overview

KOMPAK is an Australia-Indonesia government partnership supporting the Government of Indonesia's efforts in reducing poverty through improvements in basic service delivery and creating opportunities for work. KOMPAK focuses its efforts on three result areas:

- 1 Improving access, quality and delivery of basic services in health, education and legal identity;
- 2 Strengthening village governance, community participation in governance as well as community-led development and;
- 3 Creation of opportunities for off-farm employment and economic development.

Abt Associates – Who We Are

Abt Associates is a global development consulting firm with over 10 years' experience operating within the health and social sectors in the Australian and Asia-Pacific region. We are a company that has a personal commitment to its staff and as such we value the long-

term relationships that we build with the people who work with us. For more information about our company and what we do visit our website at www.abtassociates.com.au.

Our Values

Mission-Driven.

We are united by our mission to improve the lives of people worldwide.

Global.

We are a global community, bringing diverse knowledge, expertise, and perspectives to the many challenges faced by today's world.

Committed to Excellence.

We strive to meet and exceed the highest professional standards.

Collaborative.

We know that working collaboratively produces excellence.

Accountable.

We take responsibility for what we do and how we do it.

Balanced.

We sustain the energy and commitment we bring to our roles by promoting a healthy balance between our personal and professional lives.

Preparing Your Application

Please read the following information carefully as incomplete applications may not be accepted.

To submit an application:

1. Visit the Abt Associates website (www.abtassociates.com.au) and navigate to the 'Careers' section.
2. Locate the position you are applying for and select 'Job Details'.
3. Click on the 'Apply Online' button and follow the prompts.

It should take between 10-20 minutes for you to complete the online application. Before submitting your application it is recommended that you have the following documentation prepared so that these can be readily uploaded during the application process:

1. An electronic version of your CV in MS Word or PDF format (less than 3MB);
2. A statement addressing the key selection criteria (maximum 3 pages). This document should clearly describe how your skills, experience and qualifications will enable you to meet the requirements of the position; and
3. Details of at least 3 professional referees (preferably your current supervisor and 2 previous supervisors).

Other Points to Consider:

1. You will need to submit a separate application for each position that you apply for.
2. If you are successful in being short-listed or are selected for this position you may be required to undertake a police check, psychometric test and/or a medical examination.
3. Only short-listed candidates will be contacted.
4. Capable women are encouraged to apply.

Lodging Your Application:

All applications should be submitted online through our website at:

www.abtassociates.com.au.

Should you experience any difficulties with the submission process, or have any questions about this role then please contact:

Contact Name: KOMPAK HR Team

Email: HR@kompak.or.id

Closing Date: March 22, 2017

Terms of Reference

The Services that the successful candidate is to provide include, but are not limited to, fulfilling the following Terms of Reference:

Terms of Reference	Kerangka Acuan Kerja
Position Title: Onsite Consultant for Datawarehouse Engineer for SIKD Development	Nama Jabatan: Konsultan onsite <i>Datawarehouse Engineer</i> Sistem Informasi Keuangan Daerah (SIKD)
Location: Jakarta, Indonesia	Lokasi: Jakarta, Indonesia
Reporting to: <ol style="list-style-type: none"> Head of Sub Directorate of Technical Support and Information of Directorate General of Fiscal Balance Ministry of Finance. Responsive Government LEAD KOMPAK. 	Melapor kepada: <ol style="list-style-type: none"> Kasubdit Informasi dan Dukungan Teknis Direktorat Jenderal Perimbangan Keuangan . Responsive Government Lead KOMPAK.
Duration of Assignment: 6 months assignment with possible extension, total maximum 120 days, up to 20 input days/month.	Jangka Waktu Penugasan: 6 bulan penugasan dan kemungkinan diperpanjang, total maksimal 120 hari, maksimal 20 hari kerja/bulan.
<p>Abt Associates Values</p> <p>The incumbent must demonstrate a high level of commitment to following values of Abt Associates:</p> <p>Mission-Driven.</p> <p>We are united by our mission to improve the lives of people worldwide.</p> <p>Global.</p> <p>We are a global community, bringing diverse knowledge, expertise, and perspectives to the many challenges faced by today's world.</p> <p>Committed to Excellence.</p> <p>We strive to meet and exceed the highest professional standards.</p> <p>Collaborative.</p> <p>We know that working collaboratively produces excellence.</p> <p>Accountable.</p> <p>We take responsibility for what we do and how we do it.</p> <p>Balanced.</p> <p>We sustain the energy and commitment we bring to our roles by promoting a healthy balance between our personal and professional lives.</p>	<p>Nilai-nilai Abt Associates</p> <p>Pihak yang menjabat harus menunjukkan tingkat komitmen yang tinggi terhadap nilai-nilai Abt Associates berikut:</p> <p>Digerakkan oleh Misi.</p> <p>Kami disatukan oleh misi kami memperbaiki kehidupan orang-orang di seluruh dunia.</p> <p>Global.</p> <p>Kami merupakan sebuah masyarakat global, yang menghadirkan pengetahuan, keahlian, dan perspektif yang beragam terhadap banyak tantangan yang dihadapi oleh dunia saat ini.</p> <p>Berkomitmen terhadap Keunggulan.</p> <p>Kami berupaya memenuhi dan melampaui standar profesional tertinggi.</p> <p>Kolaboratif.</p> <p>Kami tahu bahwa bekerja secara kolaboratif akan menghasilkan keunggulan.</p> <p>Akuntabel.</p> <p>Kami bertanggung jawab dengan apa yang kami lakukan dan bagaimana cara kami melakukannya.</p> <p>Seimbang.</p> <p>Kami mempertahankan energi dan komitmen yang kami bawa pada peran kami dengan mempromosikan keseimbangan yang sehat</p>

	antara kehidupan pribadi dan kehidupan profesional kami.
<p>Project Summary</p> <p>KOMPAK is an Australia-Indonesia government partnership supporting the Government of Indonesia's efforts in reducing poverty through improvements in basic service delivery and creating opportunities for work. KOMPAK focuses its efforts on three result areas:</p> <ol style="list-style-type: none"> 1. Improving access, quality and delivery of basic services in health, education and legal identity; 2. Strengthening village governance, community participation in governance as well as community-led development and; 3. Creation of opportunities for off-farm employment and economic development. 	<p>Ringkasan Proyek</p> <p>KOMPAK adalah kemitraan Pemerintah Australia dan Indonesia yang mendukung Pemerintah Indonesia untuk mengurangi kemiskinan melalui peningkatan pelayanan dasar dan menciptakan kesempatan ekonomi yang lebih besar. KOMPAK akan memfokuskan kegiatannya pada tiga area:</p> <ol style="list-style-type: none"> 1. Peningkatan akses, kualitas pelayanan dasar di bidang kesehatan, pendidikan dan identitas hukum; 2. Penguatan tata kelola pemerintah desa, partisipasi masyarakat dalam tata kelola pemerintahan dan pembangunan berbasis masyarakat; 3. Penciptaan peluang-peluang ekonomi di sektor non-pertanian dan pembangunan ekonomi.
<p>Purpose</p> <p>The key purpose of this position is to support the Ministry of Finance - DJPK in enhancing database performance for both financial and non-financial data. The consultant will also support development of data warehouse as continuation of big data and database management for reporting requirement and reference for fiscal decentralization policy. Consultant's output will contributed to achievement of output project 1, activity d - development of system and data feedback mechanism.</p>	<p>Tujuan</p> <p>Tujuan dari penugasan ini adalah untuk mendapatkan konsultan yang dapat membantu Kementerian Keuangan c.q DJPK dalam meningkatkan performa database data keuangan daerah dan data non keuangan daerah di SIKD. Selain itu untuk membantu pembangunan Data warehouse sebagai kelanjutan kegiatan pengelolaan big data dan database untuk pelaporan sesuai dengan informasi atau laporan yang dibutuhkan pimpinan Kementerian Keuangan untuk pengambilan keputusan dalam perumusan kebijakan desentralisasi fiscal. Output konsultan akan berkontribusi pada pencapaian output dari proyek 1 kegiatan d yaitu pengembangan mekanisme sistem dan umpan data.</p>
<p>Specific Duties and responsibilities</p> <ol style="list-style-type: none"> 1. Identify, review performance and review configuration of existing SIKD databases; 2. Perform tuning, balancing and enhancing for increasing performance SIKD databases; 3. Preparing failover mechanism and high-availability database SIKD; 4. Design database backup-restore mechanism; 5. Design and implementing database staging needed for reporting; 	<p>Tugas dan Tanggungjawab</p> <ol style="list-style-type: none"> 1. Melakukan identifikasi, meninjau ulang performa dan meninjau ulang konfigurasi atas database yang ada dan database yang akan digunakan untuk pelaporan SIKD; 2. Melakukan <i>tuning, balancing</i> dan <i>enhancing</i> untuk peningkatan performance database SIKD; 3. Menyiapkan mekanisme failover dan high-availability database SIKD;

<ol style="list-style-type: none"> 6. Design and implementing Extract Transform Load (ETL) mechanism; 7. Design and implementing database OLAP and database reporting; 8. Create and Manage the Data Warehouse (DWH) to ensure continuous support to the development of DJPK data management and related operations; 9. Perform ETL (extract, transform, and load) tasks and validating results internally within DJPK divisions, and with external data repository of fiscal decentralization and other relevant ministries and institutions as required; 10. Develop alert mechanism for anomaly data founded in the data ETL processing to improve the accuracy and the data quality; 11. Perform DWH review and visualization; 12. Translate business questions into SQL queries to answer those questions appropriately, including produce specific data mart for data operations and accuracy; 13. Data preparation operations, data definition, data cleansing, data merge, and constraint definition; 14. Define and capture data metadata and data flow for overall database collections; 15. Monitor and review DWH performance and integrity from user perspective, and work with technical colleagues on identification and implementation of corrective and preventative actions, as required; 16. Delivering transfer of knowledge and transfer of know-how from SIKD Core application that had been developed; 17. Recommend solution for any daily problem found in client; 18. Maintain nondisclosure for any data and information confidentiality for all work activity; 19. Undertake any other tasks assigned by the Project Manager. 	<ol style="list-style-type: none"> 4. Mengembangkan mekanisme backup-restore database SIKD; 5. Merancang dan membangun Database Staging yang dibutuhkan untuk kebutuhan pelaporan; 6. Merancang dan mengimplementasikan mekanisme Extract Transform Load (ETL) dari database sumber ke database tujuan; 7. Merancang dan membangun Database OLAP dan database Pelaporan; 8. Membuat dan Mengelola Data Warehouse (DWH) untuk memastikan tersedianya dukungan yang berkelanjutan terhadap pengembangan manajemen data DJPK dan pekerjaan yang terkait; 9. Menjalankan tugas ETL (extract, transform, and load) dan memvalidasi hasilnya secara internal bersama dengan unit dari DJPK, dan dengan pusat penyimpanan data eksternal desentralisasi fiskal dan lembaga / kementerian lain yang terkait yang sesuai dengan permintaan; 10. Mengembangkan mekanisme notifikasi dalam proses ETL data untuk meningkatkan akurasi dan kualitas data; 11. Menampilkan <i>review</i> dan visualisasi DWH; 12. Menerjemahkan pokok permasalahan ke query SQL untuk menjawab pertanyaan-pertanyaan tersebut dengan tepat, termasuk menyusun <i>data mart</i> yang spesifik untuk operasi dan akurasi data; 13. Mengerjakan pengolahan data, pendefinisian data, penggabungan data dan pendefinisian kendala; 14. Mendefinisikan dan menangkap data metadata dan aliran data terkait penyusunan database secara keseluruhan; 15. Melakukan monitoring dan review atas performa DWH dari sudut pandang pengguna dan bekerjasama dengan rekan lainnya dalam pengidentifikasian dan pengimplementasian atas tindakan korektif dan preventif sebagaimana diminta; 16. Melakukan transfer knowledge dan know how terkait pembangunan, penggunaan, pemeliharaan, serta pengembangan Pelaporan Data SIKD;
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	<p>17. memberikan solusi dan rekomendasi terhadap masalah yang relevan yang dikelola sehari-hari oleh client;</p> <p>18. Menjaga kerahasiaan data dan informasi atas semua aspek pekerjaan;</p> <p>19. Melakukan tugas-tugas lain yang diberikan oleh Project Manager.</p>
<p>Deliverables</p> <ol style="list-style-type: none"> 1. Work plan approved by supervisor (3 days) 2. Identification, performance and configuration review (5 days) 3. Enhancing database performance review (10 days) 4. ERD for database staging and database reporting (20 days) 5. ERD for datawarehouse reporting (20 days) 6. High quality Datawarehouse through test driven design principles and overall quality is maintained (20 days) 7. Datawarehouse usability reports (10 days) 8. DJPK Data Reporting Requirement Reports (10 days) 9. Detailed documentation for each phase of work (10 days) 10. Datawarehouse user training reports (5 days) 11. Standard/Baseline for Future Database Development (7 days) 	<p>Capaian</p> <ol style="list-style-type: none"> 1. Rencana kerja yang disetujui oleh supervisor (3 hari) 2. Laporan Identifikasi, Review Performa dan Review Konfigurasi database (5 hari) 3. Laporan DBA untuk Peringkatan Performa Database (10 hari) 4. ERD untuk rancangan database staging dan database pelaporan (20 hari) 5. ERD untuk datawarehouse pelaporan (20 hari) 6. Datawarehouse berkualitas yang dapat dijaga kualitasnya secara berkelanjutan (20 hari) 7. Laporan pemanfaatan dan penggunaan datawarehouse (10 hari) 8. Laporan Kebutuhan Pelaporan Data DJPK (10 hari) 9. Dokumentasi Rinci Untuk Setiap Tahapan pekerjaan dalam Spesifikasi Tugas/ Tanggungjawab yang dilakukan (10 hari) 10. Laporan pelatihan datawarehouse (5 hari) 11. Dokumen Standar Pengembangan Database (7 hari)
<p>Other tasks</p> <ul style="list-style-type: none"> • Immediately report any suspected fraudulent or corrupt activities to your KOMPAK supervisor or relevant Director. • Proactively identify and report risks, and manage risks within your level of accountability. • Undertake other duties as required by your supervisor. • Comply with Abt Associates and Program's policies on gender, disability, fraud and anticorruption, HIV and AIDS, child protection and the environment. 	<p>Tugas-tugas Lainnya</p> <ul style="list-style-type: none"> • Segera melaporkan kepada atasan anda atau Direktur yang relevan setiap ada kecurigaan adanya kegiatan-kegiatan kecurangan atau korupsi. • Secara proaktif mengenali dan melaporkan resiko, dan mengatasi resiko sebatas tingkat akuntabilitas anda. • Melakukan tugas-tugas lain yang diperlukan oleh atasan anda. • Mematuhi semua kebijakan-kebijakan Abt Associates dan Program mengenai jender, keterbatasan gerak, kecurangan dan anti

	korupsi, HIV and AIDS, perlindungan anak dan lingkungannya.
<p>Core Competencies</p> <ul style="list-style-type: none"> • Delivers Results • Builds Internal and External Customer Satisfaction and Loyalty • Develops People • Communicates • Sets Vision and Direction • Demonstrates Sound Financial and Business-Related Practices • Builds Teams and Cooperation • Promotes Technical Excellence and Quality • Promotes Diversity • Acts as a Role Model 	<p>Kompetensi Utama</p> <ul style="list-style-type: none"> • Memberikan Hasil • Membangun Loyalitas dan Kepuasan Pelanggan Internal dan Eksternal • Mengembangkan Orang • Melakukan komunikasi • Menetapkan Visi dan Arah • Menunjukkan Praktek Keuangan dan Praktek Terkait Bisnis yang Baik • Membangun Tim dan Kerjasama • Mempromosikan Mutu dan Keunggulan Teknis • Mempromosikan Keragaman • Bertindak sebagai Panutan

Key Selection Criteria

For your application to be considered by the panel, interested applicants must submit a response to each of the following Key Selection Criteria:

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| <p>KSC 1. Educational background of informatics system, informatics technology, statistics, or mathematics with three years relevant working experiences or have proof of the capability to complete any relevant task given with five years experiences;</p> | <p>Berlatar belakang pendidikan minimal S1 jurusan Sistem Informatika, Teknik Informatika, Statistik, atau Matematika dengan pengalaman kerja yang relevan minimal 3 tahun atau dapat membuktikan memiliki kapabilitas dalam menyelesaikan Spesifikasi Tugas/ Tanggungjawab yang diberikan dengan pengalaman kerja yang relevan minimal 5 tahun;</p> |
| <p>KSC 2. Have experience of working as a Database Administrator at least 5 years with various RDBMS database platform such as PostgreSQL, MSSQL and MySQL in Windows or Linux Environment;</p> | <p>Memiliki pengalaman kerja sebagai Database Administrator minimal 5 tahun dengan berbagai jenis DBMS, khususnya PostgreSQL, MS SQL Server dan MySQL dalam lingkungan sistem operasi Windows maupun Linux;</p> |
| <p>KSC 3. Have experience design the database, build ERD, and implementing database design to database engine in many RDBS platform;</p> | <p>Memiliki pengalaman mendesign database, membuat <i>Entity Relationship Diagram</i> (ERD), dan mengimplementasi design database ke dalam database engine dengan berbagai macam platform;</p> |
| <p>KSC 4. Have experience design and implementing database staging and OLAP database;</p> | <p>Memiliki pengalaman mendesign dan mengimplementasikan database staging dan database Online Analytical Processing (OLAP);</p> |

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| KSC 5. | Mastering concepts and practical process of database backup-restore, database tuning performance, database clustering for high-availability, database replication or database mirroring; | Memahami konsep dan proses serta memiliki kemampuan implementasi backup-restore database, database tuning performance, database clustering untuk High Availability, replikasi atau database mirroring; |
| KSC 6. | Recommend solution for any daily problem found in client; | Mampu memberikan solusi terhadap permasalahan implementasi dan pengelolaan database sehari-hari yang dialami oleh client; |
| KSC 7. | Have experience for working in many operating system environments such as Windows and Linux (especially Redhat/Centos). | Memiliki pengalaman bekerja dengan beberapa jenis sistem operasi seperti Microsoft Windows dan Linux (terutama Redhat/Centos). |

If no response to the above Key Selection Criteria is made, applications will not be considered further.

KOMPAK is a child safe organisation and promotes the safety, wellbeing and inclusion of all children