

KINGDOM OF CAMBODIA
Ministry of Economy and Finance
Public Financial Management Modernization Project
Grant No. TF015434
REQUEST FOR EXPRESSION OF INTEREST
Change Management Coordinator
6 ICT Technicians
Electric Power / HVAC Engineer
(Local Consultants)

1. This Request for Expression of Interest follows the General Procurement Notice for the Public Financial Management Modernization Project that appeared in *United Nations Development Business*, issue 690 dated 16 November 2006.
2. The Royal Government of Cambodia (RGC) through the Ministry of Economy and Finance (MEF) has received a Trust Fund Grant No. TF015434 from multi-donor towards the costs of the Public Financial Management Modernization (PFMMP).
3. The Ministry of Economy and Finance, General Secretariat, Steering Committee of the Public Financial Management Reform, as the implementing agency for PFMMP intends to use part of the proceeds of the grants for the services of:
 - i. **Change Management Coordinator** (1 position)
 - ii. **6 ICT Technicians as below positions:**
 - **Database Developer/Administrator** (1 Position)
 - **System Administrator** (1 Position)
 - **NOC Security Engineer** (1 Position)
 - **Data Warehouse Engineer** (1 Position)
 - **Web Developer/Programmer** (2 Position)
 - iii. **Electric Power / HVAC Engineer** (1 Position)
4. The successful Local Individual Consultants shall have the following qualifications and experiences:

Change Management Coordinator

- Must hold an advanced university degree (at least a master degree level) in Anthropology (1st), political Science (2nd), management or related field (3rd)
- At least 6 years of working experience related to multi-stakeholder coordination, policy dialogue, negotiation, conflict resolution and delivery of training programs
- Prior experience in working with governments undertaking reforms where a change program is one of the key deliverables is an advantage
- Possess a high level of qualitative analytical ability
- Possess good understanding of tools for change management is an advantage
- High Khmer and English proficiency
- Demonstrate good leadership capability and ability to influence and Possess excellent skills in communication and professional relationship

ICT Technicians

- At least bachelor degree with sound knowledge in Information and Communication Technologies required in the applied position.
- (High priority for Android and iOS developing skills for Web master and developer position).

- Graduate qualified in ICT fields
- At least 1-year experience in responsible for Database Developer/Administrator, System Administrator, NOC Security Engineer, Data warehouse engineer, Web Developer/Programmer position
- Previous experience of working on the implementation on the direct or line products such as Oracle, Microsoft, Juniper, SQL

Electric Power / HVAC Engineer

- At least bachelor degree with sound knowledge in Electrical Engineering or related field required in the applied position
 - (High priority for up to date certifications in APC/Liebert UPS and knowledge of local/regional power companies)
 - Graduate qualified in Engineering fields
 - At least 2-years' experience in responsible for Electric Power/HVAC Engineer position
 - Previous experience of working on DC HVAC, DC UPS, DC Power Distribution, EMS, Power Generator the electric, UPS, HVAC system
 - Native Khmer speaker and Good in English
5. The GSC of the MEF invites expressions of interest from qualified and experienced local individual consultants to undertake the above-mentioned services. The consultant shall be selected in accordance with the procedures set out in Section V, Selection of Individual Consultants under the World Bank's Guidelines: Selection and Employment of Consultants by World Bank Borrowers, published in May 2004.
 6. Interested local individual consultants in submitting their expressions of interest must provide copy of their updated curriculum vitae, indicating personal and technical skills, academic qualifications, experience in similar assignments, and names of at least three (3) referees with contact information (e-mail address, telephone or fax numbers).
 7. Consultants may obtain copies of the detailed **Terms of Reference (in English)** for the assignment from the address below during the office hours from 08:00 to 11:30 hours and 14:00 to 17:00 hours or through the website www.pfm.gov.kh or below e-mail.
 8. Expressions of interest must be submitted to the address below **on or before 23 September 2015, before 17:00 hours**. Only short-listed consultants will be notified.

GENERAL SECRETARIAT, STEERING COMMITTEE OF PUBLIC FINANCIAL MANAGEMENT REFORM

**Ministry of Economy and Finance, 2nd Floor (Main Building), Room A, Street 92
Sangkat Wat Phnom, Khan Daun Penh, Phnom Penh, Cambodia**

Tel: (855) 23 430 791

E-mail: huy.sovannara@pfm.gov.kh

CC: admin@pfm.gov.kh

KINGDOM OF CAMBODIA

Nation Religion King



Ministry of Economy and Finance

Public Financial Management Reform Program

Financial Management Information System

Terms of Reference

Change Management Coordinator

(Local Consultant)

1. Project/Task Background/General Description:

The Royal Government of Cambodia has considered good governance as the core of the Government-wide Rectangular Strategy. As an important component of this strategy, the Ministry of Economy and Finance (MEF) has initiated a Public Financial Management Reform Program (PFMRP) and it was officially launched in December 2004. The PFMRP, led by the Ministry of Economy and Finance (MEF), is a stage/platform approach-based program consisting of four stages / platforms including (1) enhancing reliability and predictability of budget, (2) an accountable expenditure, (3) an affordable and prioritized policy linked to budget, and (4) accountability for result (budget managers become fully accountable for their programs' performance). Further detail about the program can be found from MEF's website: (www.mef.gov.kh).

As a part of the overall national Public Financial Management (PFM) system strengthening under the PFMRP, the Royal Government of Cambodia (RGC) signed a contract to acquire the FMIS in December 2013 with the goal to enhance the effectiveness of the PFM systems under the Public Financial Management Modernization Project (PFMMP). The FMIS, which serves as a single, integrated central repository of financial information, and source for budgetary control, will help the government to track how revenues and expenditures are being recorded and to ensure the accuracy, completeness, and timeliness of financial reporting. This improvement will increase the availability of accurate, timely, and complete financial data and can help the government make important decision regarding public investment; (re)allocate resource (as needed) effectively, efficiently, and transparently; and link specific public investments to outcomes; thereby contributing to improved service delivery and overall development outcome. Further, it will enable the government to improve fiscal transparency, which at present is limited due in part to the lack of complete and accurate financial data.

The successful implementation of the FMIS will be a key milestone in the government's national system strengthening. However, the implementation of the FMIS will not only transform the existing business processes but also the way people behave and work and thus there is a need for appropriate change management to help facilitate a smooth transition to an automated environment.

2. Roles and Responsibilities

The consultant will

- (1) Serve as focal person on change management for the FMIS project.
- (2) Work in close collaboration with international expert on Change Management to support capacity building for Change Management Team of the FMIS Project Management Working Group (FMWG) to improve its ability to implement the change management activities under the PFMMP.
- (3) Coordinate the implementation of change management activities by working closely with FMIS Project Manager, Change Management Team, other members of the FMWG, the FMIS

contractor, FMIS Adviser, and all other key stakeholders where the FMIS will be deployed; and actively engage in the implementation of all change management activities in consultation with the FMIS project manager.

- (4) Lead the production of change communication and training materials and the organization of all change management related events in support of change communication.
- (5) Follow up on all change management activities and take appropriate actions to ensure that they have been successfully completed as planned.
- (6) Help facilitate discussions and find solution on the spot on issues that might prevent critical change initiatives from making real progress
- (7) Support other work related to change management as required.

3. Accountabilities :

The consultant will report to Mr. Maun Prathna, FMIS Project Manager and Director of IT Department at the MEF. The consultant work on a full time basis at the IT Department of the MEF and is expected to travel to provincial treasuries as needed. The contract duration and arrangements, including terms of payment, will be detailed in the formal contract, issued separately.

4. Competency

Skill Area	Requirements	Rate
1. Technical Skills	-Possess a high level of qualitative analytical ability -Possess good understanding of tools for change management is an advantage	25%
2. Professional qualification	Must hold an advanced university degree (at least a master degree level) in Anthropology (1 st), political Science (2 nd), management or related field (3 rd)	30%
3. Language	High Khmer and English proficiency	10%
4. Experiences	-At least 6 years of working experience related to multi-stakeholder coordination, policy dialogue, negotiation, conflict resolution and delivery of training programs. -Prior experience in working with governments undertaking reforms where a change program is one of the key deliverables is an advantage	25%
5. Inter-personal skills	-Demonstrate good leadership capability and ability to influence - Possess excellent skills in communication and professional relationship	10%

5. Post Counterparts

The appointed consultant will have as their main counterparts the FMWG's Management, FMIS Project Manager plus other counterparts from within the IT Department and FMIS Management Working Group Office. In this case the nominated counterparts are:

Post	Name
FMWG's Management	Dr. Hean Sahib, Chairman of FMWG
FMIS Project Manager	Mr. Maun Prathna
MEF's Change Management Team	Mr. Chheang You (CM-Co Lead)

6. Languages

Khmer and English will be used for all communications, reporting and documentation.

7. Location of the assignments

Mostly the Consultant are required to work at Information Technologies Department Office on the sixth floor of Building B, Ministry of Economy and Finance, St. 92, Sangkat Wat Phnon, Khan Daun Penh, Phnom Penh, and Kingdom of Cambodia.

8. Logistics arrangement

The office desk and chair, internet access will be provided to the Consultant. However, the Consultant will need to bring his or her own laptop computer and other necessary tools to perform and achieve the assignments. The Consultant will not be encouraged to work and communicate by any mean for his own personal issues other than the above specified assignment during the assignments' working time.

KINGDOM OF CAMBODIA

Nation Religion King



Ministry of Economy and Finance

Public Financial Management Reform Program

Financial Management Information System

Terms of Reference

6 ICT Technicians

(Local Technicians)

Introduction

Ministry of Economy and Finance (MEF) of the Royal Government of Cambodia (RGC) is now implementing the Public Financial Management Reform Program (PFMRP). This program aims to improve the good governance and transparency in the National Budget Management especially in the national budget expenditure with the improvement of the standards of management and accountability in the mobilization of all government current and capital resources and effectiveness. In order to achieve this goal the Ministry in cooperation with its development partners designed an action plan called «Public Financial Management Reform Program Hand Book». This handbook is a bundle of projects which will enable the reform process to approach its goal effectively and timely.

The project includes the overall budget management process reform such as budget streamlining, budget programming, budget execution etc., capacity building for all and the core project of the entire program which is called «Government Financial Management Information System (FMIS)» which was led and managed by the Information Technology Department (ITD) since June 2006.

The Supply and Implementation of the FMIS in this 1st phase was awarded to **FTP Information Technologies Joint Venture with LG-CNS** as Contractor in December 2013 and proposed **Oracle PeopleSoft Financial Packages** as the solution for the financial management system, Oracle combined with Microsoft products as server site software and hardware, Juniper as Network infrastructure products and Dell & HP as end-user equipment. In addition two Data Centers will be built for this project as part of the contract.

In January 16, 2014 this project was transitioned to be managed by a project management team called FMIS Management Working Group (FMWG) under the leadership of **Dr. Hean Sahib**, Secretary of State of MEF directly support from **Dr. Aun Pornmoniroth**, Minister of Economy and Finance. FMWG comprised of management levels and operational officials from stakeholding general departments in MEF.

At the point of the transitioning from its Stage II to Stage III of PFMRP, FMIS plays critical roles to accelerate the reform processes and activities to ensure the effectiveness and efficiency of the Government's financial management and execution particularly to improve the services delivery to the other Government's institutions and Cambodian people.

With the objective to work with Contractor during design, installation, implementation of the FMIS system in 1st phase and transaction to 2nd phase, preparing to take the ownership of the

system after the completion of the contract, and preparing a ready team to expand the scope and scale of FMIS in next phases ITD required at least 6 ICT Technicians to assist the existing ICT technical officials and existing ICT contract staff to support daily activities to achieve the described objectives.

Position required

- 1. Database Developer/Administrator – 1 position**
- 2. System Administrator – 1 position**
- 3. NOC Security Engineer – 1 position**
- 4. Data Warehouse Engineer – 1 position**
- 5. Web Developer/Programmer – 2 positions**

Roles and responsibilities

1. Database Developer/Administrator – 1 position

- Work with Contractor's technical staffs and MEF's technical officials on the responsible area during the design, development, installation and implementation phase of FMIS
- Work on database management system (DBMS) such as Oracle 11g, Microsoft SQL Server, MySql, etc.
- Install and upgrade the database software and application tools
- Allocate system storage and plan future storage requirements for the database system
- Administers all database objects, including tables, clusters, indexes, views, sequences, packages, procedures, etc.
- Maintain data import/export
- Document the database configuration
- Enroll database users and maintain database users security
- Ensure compliance with database vendor license agreement
- Control and monitor user access to the database
- Monitor and optimize the performance of the database
- Performs ongoing tuning of the database instances
- Plan for database backup and recovery
- Maintain archived data and backup and restore databases
- Troubleshoots with problems regarding the databases, applications and development tools
- Contact database software vendor for technical support
- Design and generate exclusive various reports based on the user's requirement using Structure Query Language (SQL), PL/SQL, T-SQL and Business Intelligent tool
- Participate in related training programs
- Produce daily, weekly and monthly or based on demand report on the database performance, database usage, security risks and recommendation for update and upgrade.

2. System Administrator – 1 position

- Work with Contractor's technical staffs and MEF's technical officials on the responsible area during the design, development, installation and implementation phase of FMIS
- Manage system security, operation and performance
- Document the system configuration
- Fine tune the system performance
- Create system security policies for organization and users
- Manage Roles, Groups and Users security
- Apply system updates, patches and configuration changes for servers and client machines
- Prepare and implement the system maintenance plan and schedule
- Troubleshoots with problems, system performance and security issues
- Perform system auditing and security log to identify potential issues for the system
- Ensure the efficiency use of the system resources and sustainability of the system operation to support the continuity of the business
- Develops and maintains backup procedure
- Participate in training programs
- Produce daily, weekly and monthly or based on demand report on the system performance, maintenance and security.

3. NOC Security Engineer – 1 position

- To securely maintain, configure, upgrade, connect, and backup all network devices in Data Center every two months
- Change default password, apply strong password policy, and change password every two months or as needed
- Manage to apply all needed switch security tightening for SSH, HTTP, HTTPS, Telnet as Switch and Router User Access Management for every two months
- ISP peripherals User Access Management by every bi-monthly
- Weekly firewall/IPS user access management and backup
- Configure domain monthly: only domain users should be allowed to login into core financial systems
- Must use all required methods to clear dust and other environmental pollutant which could damage the device and run all required scripts and/or commands needed to tune the system (Firewall/IPS Service) for every 3 months
- Analyze network security logs once a day
- Label each ports, map cable connection in Visio with both ends properly labeled, patch panels, switches, routers, ISP equipment, and all other networking devices must be physically labeled and graphically displayed in Visio
- Declare project milestones, report Project status to the line-manager, use SharePoint or MS Project to update project status
- Produce answers to questions submitted by Internal/External government auditors when required
- Perform and execute any task given by the line manager or team leader when required

- Must take full responsibility of all assigned helpdesk ticket problem until closed, report solution back in Helpdesk for future use of the same problem, ticket assignment must be arranged based on technical area
- Resolve all assigned IT problems when required
- Produce daily, weekly and monthly or based on demand report on and must meet with stakeholders go review tasks for weekly
- Familiar with Junos Security (JSEC), Advanced Junos Security (AJSEC), and JNCIS Security would be an advantage.

4. Data Warehouse Engineer – 1 position

- Manage and engineer data warehouse for all required data points needed for reporting analyses
- Hands-on experience with backend relational databases with MS SQL, Oracle and MySQL
- Have knowledge of office applications and management
- Demonstrate requirement design specification (RDS) and system design specification (SDS)
- Tune-up data warehouse, BI, and to manage all other admin tasks
- Create Database ER diagram based on RDS, data flow diagram based on RDS, interface flow diagram based on RDS
- Gather user/business requirements for database structure and interface design
- QA all newly purchased software and all pre-released software
- Log errors in structured way and inform developers, sign off code/modules which pass QA test
- Use assigned sync application to upload tested and QA approved code/module from development servers to production server
- Tune-up, backup, and restore data warehouse
- Migrate data in/from data warehouse
- Produce answers to questions submitted by Internal/External government auditors when required
- Experience with source-code maintenance and versioning
- Experience with stand-alone, disconnected, and centralized system
- Virtualization is a major plus
- Knowledge of local and regional IT companies is a major plus
- Perform and execute any task given by the line manager or team leader
- Review tasks with stakeholders for every week and make project status report
- Produce daily, weekly and monthly or based on demand report on data warehouse
- Familiar with Oracle BI application and Oracle database would be an advantage

5. Web Developer/Programmer – 2 positions

- Work with Contractor's technical staffs and MEF's technical officials on the responsible area during the design, development, installation and implementation phase
- Extensive knowledge of web development (HTML/CSS, Javascript, Ajax, PHP, ASP.Net, JSP, SQL)
- Extensive knowledge with CMS like Joomla, Wordpress, Opencard, etc.

- Extensive knowledge of .Net Programming Language (C#, Visual Basic), Java, C++ is an advantages
- Familiar with MySql, Oracle, and SQL Server
- Setup, design and develop websites, web application, mobile application and web services for FMIS and MEF
- Design and develop reports to publish into websites and web portals
- Monitor the security for web servers, websites, web portals and web services
- Evaluate and implement website management and monitoring tools provided by supplier(s)
- Can develop App for iOS and Android OS is an advantage
- Participate in training programs
- Familiarity with version control (SVN) and working in a multi-developer environment
- Extensive knowledge of and experience with cross browser web development for IE, Firefox, Opera, Safari and Chrome
- Produce daily, weekly and monthly or based on demand report on the network performance, traffic used, maintenance result and schedule and security threats and recommendation for update and upgrade

Competencies

Skill Area	Requirements	Rate
1. Technical Skills	At least bachelor degree with sound knowledge in Information and Communication Technologies required in the applied position (For ICT Technicians) (High priority for Android and iOS developing skills for Web master and developer position)	30%
2. Professional qualification	Graduate qualified in ICT fields (For ICT Technicians)	15%
3. Language	Native Khmer speaker and Good in English	15%
4. Experiences	For ICT Technician Position: <ul style="list-style-type: none"> – Previous experience of working on the implementation on the direct or line products such as Oracle, Microsoft, Juniper, SQL – At least 1-year experience in responsible for Database Developer/Administrator, System Administrator, NOC Security Engineer, Data warehouse engineer, Web Developer/Programmer position 	40%

Deliverables

- Well performance the duties as described in roles and responsibilities

- Monthly performance reports
- Evaluation report from FMIS Project manager

Timing and inputs

These inputs will be undertaken in Cambodia over a period of up to 1 year. The inputs are required as soon as possible. The Consultants will report directly to the FMIS Project Manager.

Post Counterparts

The appointed consultant will have as their main counterparts the FMWG's Management, FMIS Project Manager plus other counterparts from within the IT Department and FMIS Management Working Group Office. In this case the nominated counterparts are:

Post	Name
FMWG's Management	Dr. Hean Sahib, Chairman of FMWG
FMIS Project Manager	Mr. Maun Prathna
MEF's senior technical staffs	Senior ICT technical officials in Information Technologies Department (ITD)

These staffs have direct responsibility for delivery of the improvements encompassed by the proposed assignments. The assignments of the Consultants do not and should not detract from this responsibility. However, the Consultants should regard their success in achieving their responsibility as an obligation on himself/herself.

Working Methods

The establishment of a close collaborative working arrangement is essential. A mentoring role is important and a test of success is not just the technical delivery of the advice, but also the personal development of counterparts and other staffs within the ITD so that they are able to better understand MEF and Government's legal rights and obligations under the contract and associated Cambodian law.

Reporting Mechanisms

The Consultants will in the first mission of the assignment produce an initial inception report including a detailed action plan for discussion and agreement with FMIS Project Manager. Monthly deliverable reports will submit the mission report including output to and approved by FMIS Project Manager for mission payment. During the period of assignments the Consultants will produce quarterly progress reports for discussion with the FMIS Project Manager, chairman of FMIS Management Working Group and the MEF Reform Committee.

Languages

Khmer and English will be used for all communications, reporting and documentation.

Location of the assignments

Mostly the Consultants are required to work at Information Technologies Department Office on the sixth floor of Building B, Ministry of Economy and Finance, St. 92, Sangkat Wat Phnon, Khan Daun Penh, Phnom Penh, and Kingdom of Cambodia.

Logistics arrangement

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Incentive

- During or after contract, all candidates will have the opportunity become Government's officials (Government's salary) based on performance reviewed by FMWG.

KINGDOM OF CAMBODIA

Nation Religion King



Ministry of Economy and Finance

Public Financial Management Reform Program

Financial Management Information System

Terms of Reference

1 Electric Power/HVAC Engineer (Local Engineer)

Introduction

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The project includes the overall budget management process reform such as budget streamlining, budget programming, budget execution etc., capacity building for all and the core project of the entire program which is called «Government Financial Management Information System (FMIS)» which was led and managed by the Information Technology Department (ITD) since June 2006.

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In January 16, 2014 this project was transitioned to be managed by a project management team called FMIS Management Working Group (FMWG) under the leadership of **Dr. Hean Sahib**, Secretary of State of MEF directly support from **Dr. Aun Pornmoniroth**, Minister of Economy and Finance. FMWG comprised of management levels and operational officials from stakeholding general departments in MEF.

At the point of the transitioning from its Stage II to Stage III of PFMRP, FMIS plays critical roles to accelerate the reform processes and activities to ensure the effectiveness and efficiency of the Government's financial management and execution particularly to improve the services delivery to the other Government's institutions and Cambodian people.

With the objective to work with Contractor during design, installation, implementation of the FMIS system in 1st phase and transaction to 2nd phase, preparing to take the ownership of the

system after the completion of the contract, and preparing a ready team to expand the scope and scale of FMIS in next phases ITD required at least 1 Electric Power/HVAC Engineer to work on electric power, maintenance HVAC system and assist the existing ICT technical officials and existing ICT contract staff to support daily activities to achieve the described objectives.

Position required

1. Electric Power/HVAC Engineer – 1 position

Roles and responsibilities

1. Electric Power/HVAC Engineer – 1 position

- Maintain an interrupted flow of constant power to all sensitive data center equipment
- Operate and maintain data center indoor/outdoor HVAC systems and all EMS
- Service on DC HVAC, DC UPS, DC Power Distribution, EMS, Power Generator, etc.
- Main data center power engineer
- Responsible to create and maintain uninterrupted power system (power flow, switch-over)
- Familiar with APC/Liebert Large, mid-size UPSs, and modular battery operation with redundancy systems
- Experience with Main Distribution Boards (MDB), Isolators, stabilizers (AVR) and Power Distribution Unites (PDU)
- Responsible to access racks, cabinets, power room, generator cages, outdoor HVAC units.
- Responsible to maintain UPSs, Racks, Cabinets, Cable replacement, Stabilizers, Power panels, Generators, Indoor/outdoor HVAC systems
- Must work closely with the Ministry power staffs
- Must know all input power system leading to the data center
- Must provide redundancies for Ministry power outages ahead of time
- Extensive knowledge of MS Office applications and management and able to use computerized applications to monitor all power system
- Update technical documents
- Vendor communication
- Produce daily, weekly and monthly or based on demand status report with the upper management
- Keep up with the latest technology changes by attend regional power exhibitions/conferences
- The staff will report to the Data Center officer and top management for status

Competencies

Skill Area	Requirements	Rate
1. Technical Skills	At least bachelor degree with sound knowledge in Electrical	30%

	Engineering or related field required in the applied position (For Electrical Technicians) (High priority for up to date certifications in APC/Liebert UPS and knowledge of local/regional power companies)	
2. Professional qualification	Graduate qualified in ICT fields (For ICT Technicians) Graduate qualified in Engineering fields (For Electrical Technicians)	15%
3. Language	Native Khmer speaker and Good in English	15%
4. Experiences	For Electric Power/HVAC Engineer Position: – At least 2-years’ experience in responsible for Electric Power/HVAC Engineer position – Previous experience of working on DC HVAC, DC UPS, DC Power Distribution, EMS, Power Generator the electric, UPS, HVAC system,	40%

Deliverables

- Well performance the duties as described in roles and responsibilities
- Monthly performance reports
- Evaluation report from FMIS Project manager

Timing and inputs

These inputs will be undertaken in Cambodia over a period of up to 1 year. The inputs are required as soon as possible. The Consultants will report directly to the FMIS Project Manager.

Post Counterparts

The appointed consultant will have as their main counterparts the FMWG’s Management, FMIS Project Manager plus other counterparts from within the IT Department and FMIS Management Working Group Office. In this case the nominated counterparts are:

Post	Name
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FMIS Project Manager	Mr. Maun Prathna
MEF’s senior technical staffs	Senior ICT technical officials in Information Technologies Department (ITD)

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this responsibility. However, the Consultants should regard their success in achieving their responsibility as an obligation on himself/herself.

Working Methods

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Reporting Mechanisms

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Languages

Khmer and English will be used for all communications, reporting and documentation.

Location of the assignments

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Logistics arrangement

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Incentive

- During or after contract, all candidates will have the opportunity become Government's officials (Government's salary) based on performance reviewed by FMWG.