

About GICTA

The Gambia Information and Communication Technology Agency (GICTA) is a statutory body established by an Act of the National Assembly, 2019. The Agency is under the purview of the Ministry of Communications and Digital Economy (MOCDE). Among its functions is to facilitate coordination and take in charge of the design, implementation, management and standardization of the information and communication technology projects, equipment and services of the government Ministries, Departments and Agencies (MDAs). GICTA also leads the implementation of the eGovernment strategy to facilitate digital transformation of government services. The Agency is recruiting, and applications are invited from suitable qualified Gambians for the following vacant positions:

Job Title: Enterprise Architect

Department: E-Government and Digitalization

Job Overview:

The Enterprise Architect at GICTA plays a strategic role in aligning government-wide ICT initiatives with The Gambia's digital transformation agenda. The position is focused on developing and maintaining an enterprise architecture framework that ensures interoperability, standardization, and future scalability of digital government systems. Unlike a Business Systems Analyst who focuses on understanding business processes, the Enterprise Architect is concerned with the structure and governance of the entire ICT ecosystem across the public sector.

Duties and Responsibilities:

1. Assist in the development of the Government Enterprise Architecture (GEA) framework, including business, information, application, and technology architecture layers.
2. Support the development of architecture principles, policies, and reference models to guide ICT initiatives.
3. Conduct analysis of current ICT systems and identify gaps or overlaps in capabilities across MDAs.
4. Support the creation of technology roadmaps to drive digital government priorities and strategic ICT investments.
5. Participate in architecture governance processes including compliance reviews, design approvals, and standard setting.
6. Facilitate workshops with stakeholders to align technology initiatives with business outcomes.
7. Maintain documentation of enterprise architecture artifacts, including catalogs, matrices, and diagrams.
8. Support interoperability planning across platforms and systems through data and integration standards.
9. Collaborate with cybersecurity teams to ensure secure-by-design principles are embedded in architecture plans.
10. Contribute to ICT capacity-building efforts and provide knowledge sharing across government entities.
11. Perform any other duties assigned by senior staff.

Required Qualifications and Experience:

- Bachelor's degree in Information Systems, Computer Science, Software Engineering, Information Technology, or a related field.
- Training or certification in TOGAF, Zachman, or other enterprise architecture methodologies will be an advantage.
- Minimum of three (3) years of experience in ICT architecture, systems analysis, or infrastructure planning.
- Experience in public sector ICT planning, government IT policy, or digital governance is an advantage.

Knowledge/Skills/Competence:

- Knowledge of enterprise architecture principles, models, and frameworks (e.g., TOGAF ADM, Zachman).
- Strong knowledge of software development practices, programming languages (e.g., Python, Java, JavaScript, C#), and development frameworks.
- Understanding of system interoperability, data architecture, and integration best practices.
- Familiarity with ICT governance, ITIL, and service management principles.
- Basic understanding of information security, cloud strategy, and digital service design.
- Ability to use architecture modeling tools (e.g., ArchiMate, Sparx EA, Lucidchart).
- Strong understanding of software engineering principles, DevOps, and agile development methodologies.
- Strong communication, facilitation, and stakeholder management skills.

Job Title: Solutions Architect

Department: E-Government and Digitalization

Job Overview:

The Solutions Architect at GICTA is responsible for designing and recommending integrated ICT solutions that meet the functional and technical needs of government Ministries, Departments, and Agencies (MDAs). This role translates documented business requirements into scalable, secure, and interoperable technical architectures aligned with national ICT strategies and standards. The Solutions Architect ensures the coherence, integrity, and sustainability of digital systems across the government ecosystem.

Duties and Responsibilities:

1. Translate functional and non-functional requirements into comprehensive solution designs.
2. Develop solution architectures across systems, applications, integrations, and data layers.
3. Collaborate with Business Systems Analysts to validate technical feasibility of proposed solutions.
4. Evaluate and recommend technology options (e.g., COTS, cloud-based platforms, custom development).
5. Develop and maintain solution design patterns aligned with GICTA's enterprise architecture.
6. Ensure compliance with national cybersecurity, data protection, and regulatory standards.
7. Produce architecture documentation, including component diagrams, data flows, and interface definitions.
8. Provide technical oversight during system implementation, integration, testing, and deployment phases.
9. Continuously research emerging technologies to inform solution planning and innovation.
10. Support capacity-building efforts by mentoring teams and conducting technical knowledge-sharing sessions.
11. Perform any other duties assigned by senior staff.

Required Qualifications and Experience:

- Bachelor's degree in Information Systems, Computer Science, Software Engineering, Information Technology, or related field.
- Certification or training in architecture frameworks (e.g., TOGAF Foundation, ArchiMate, AWS/Azure Solution Architect) will be an advantage.
- Minimum of three (3) years of experience in software/system design or ICT solution development.
- Strong experience in software development and programming, including the ability to write, review, and optimize code across multiple technology stacks.
- Internship or academic project experience in systems architecture, cloud, or software development is desirable.

Knowledge, Skills & Competencies:

- Strong knowledge of software development methodologies, tools, and programming languages (e.g., JavaScript, Java, Python, .NET).
- Solid understanding of solution architecture and software development lifecycles (SDLC).
- Familiarity with cloud platforms (AWS, Azure, GCP), SOA, web services, and integration APIs.
- Basic knowledge of cybersecurity, data modeling, and enterprise integration principles.
- Proficiency in architecture modeling tools (e.g., ArchiMate, UML, Visio).

- Strong problem-solving, technical documentation, and critical thinking abilities.
- Effective communication skills with ability to work collaboratively across cross-functional teams.

Job Title: Business Systems Analyst

Department: E-Government and Digitalization

Job Overview:

The Business Systems Analyst at GICTA plays a critical role in identifying, documenting, and analyzing business needs and processes across MDAs to ensure that ICT solutions meet user and organizational requirements. This role acts as a liaison between business stakeholders and technical teams, supporting the design and implementation of efficient, user-centric digital solutions and services.

Duties and Responsibilities:

1. Engage stakeholders to gather, analyze, and document business and functional requirements for ICT systems.
2. Conduct business process reviews to identify opportunities for digitization, automation, or optimization.
3. Translate business needs into functional specifications and user stories for technical teams.
4. Develop process flows, use cases, and system interaction diagrams to support solution design.
5. Collaborate with developers, designers, and QA teams to ensure accurate implementation of solutions.
6. Participate in system testing, user acceptance testing, and issue resolution activities.
7. Provide end-user support and training during system rollout and post-implementation.
8. Monitor system usage and performance to identify improvement opportunities and user feedback.
9. Track project activities including requirements traceability, scope management, and progress reporting.
10. Stay current on best practices, methodologies, and trends in business analysis and digital transformation.
11. Perform any other duties assigned by senior staff.

Required Qualifications and Experience:

- Bachelor's degree in Information Systems, Computer Science, Information Technology, Business Administration, or related field.
- Minimum of three (3) years of experience in business analysis or related roles.
- Certification in business analysis (e.g., CBAP, PMI-PBA, or similar) is an added advantage.

Knowledge, Skills & Competencies:

- Strong knowledge of business analysis methodologies (e.g., BABOK, BPMN, Agile).
- Demonstrated experience with process modeling, workflow analysis, and business process reengineering.
- Familiarity with software development lifecycle (SDLC) and Agile delivery frameworks.
- Strong knowledge and hands-on experience with software development and programming; ability to understand and evaluate system logic and technical solutions.
- Experience with tools such as MS Visio, Lucidchart, or CASE tools for process and system modeling.
- Excellent communication and interpersonal skills for cross-functional collaboration.
- Strong analytical, organizational, and problem-solving abilities.
- Knowledge of public sector ICT environment and digital government trends is desirable.

Application Deadline: Friday 9th May 2025

Candidates interested in applying should submit their CV, cover letter, and names of three referees to info@gicta.gm by the deadline. Please include the position title in the subject line of the email. Late applications will NOT be accepted. Only shortlisted candidates will be contacted for interview.