

National Health Systems Resource Centre

Under Ministry of Health & Family Welfare (MoHFW)

Government of India

Request for Expression of Interest (EOI) for Hiring of IT Firm for providing Human Resources for Integration, Maintenance & Management of Health Applications & Portals

On behalf of the Executive Director-NHSRC, Expression of Interest (EOI) is invited from IT Firm's for Hiring Forty IT Human Resources. Eligible and interested firms may send their EOI to the Principal Administrative Officer, National Health Systems Resource Centre, NIHFWS Campus, Baba Gang Nath Marg, Munirka, New Delhi -110067.

About NHSRC-

The National Health Systems Resource Centre (NHSRC) is a registered Society under the Ministry of Health & Family Welfare, Government of India to provide technical assistance to the central & state government. It was established on 8th December 2006 as a Society under Societies Registration Act XXI of 1860. Its mandate is to assist in policy and strategy development in the provision and mobilization of technical assistance to the states and in capacity building for the Ministry of Health and Family Welfare (MoHFW) at the centre and in the states.

National Health Systems Resource Centre (NHSRC) works as a technical support wing of the Ministry of Health & Family Welfare, Govt. of India. NHSRC acts as a nodal agency for channelizing Technical Assistance (TA) to central and state governments for effectively implementing the NHM, with a specific focus on health system strengthening, capacity development & comprehensive Primary Healthcare. The Key technical areas of NHSRC are Community Processes, Healthcare Financing, Healthcare Technology, Human Resources for Health, Information Technology for Health, Public Health Administration, and Quality Improvement in Healthcare.

It has a 23-member Governing Body, chaired by the Secretary, MoHFW, Government of India with the Mission Director, NHM as the Vice Chairperson of Governing Body and the Chairperson of its Executive Committee. Of the 23 members, 14 are ex-officio senior health administrators including four from the states, and 9 are public health experts from academics and civil society with the Executive Director, NHSRC who is the Member Secretary of both the Governing Body and the Executive Committee. NHSRC's governing body meets sanctions on its annual work agenda and its budget.

NHSRC IT Division key accountabilities

The Government of India is committed on Digitalization of the Public Services & Ministry of Health & Family Welfare sets various policies, strategies and actions plans for Information Technology for Health under NHM. A large pool of Health IT applications are functional & expanding under the digital health ecosystem of the National Health Mission. The NHSRC IT Division provides essential thrust in driving the NHM through core Information Technology and digital initiatives, thus unlocking the levers to strengthen the Mission. The division undertakes integration of various portals and applications within and

across ministries & States, supports Ministry campaigns through digital enablement, and also maintains, manages & supports various health applications including National NCD Portal, HMIS Portal, Sashakt, NHInP, Ayushman Shivirs, MMU Portal, AAM portal, SaQsham application and others covering areas under Comprehensive Primary Healthcare, Secondary & Tertiary Healthcare, Referral transport, Public Health Administration, Quality & Patient safety, Knowledge Management, Training & Learning, Innovations. Deliverables against these programmatic requirement includes, inter-alia;

- Technical advisory and advocacy for the solutions provided on behalf of the Ministry across stakeholders at various levels
- Holistically adopt Develop, Measure, Analyze, Improve & Control, over all the Technology related delivery initiatives.
- Evaluation of Technology & Solution architecture for the Health IT Applications/ Portals in conjunction with cross divisional program needs
- Design, Development, Testing, Release, Implementation, Management & Maintenance of Health IT Portals, Applications, Mobile Apps to be used across all the States and UTs.
- Integration of National Health Applications, with various Disease Portals, Reporting Portals, Transactional Portals, State based Portals, Line Ministries and National Initiatives for seamless data flow and interchange.
- Align implementation of all portals with ABDM guidelines and applicable laws, implement data standardization frameworks & provision interoperability at all the levels.
- Feature enhancement, new module inclusion, new reporting requirements, modification of process and reports.
- Developing Analytics Solutions for quality, modular, granular, real time, aggregate and line listed reports including but not limited to AI/ML based tools and solutions.
- Regular Security Audits of Application and submission of compliance reports, fixation of finding within stipulated times
- Field testing, trials, PoC and coordination with State Teams for implementations and filed outcomes.
- Cloud hosting of the Applications and regular reviews over performance management of Cloud infrastructure and its scalability.
- Knowledge Transfer, Orientation & IT Training to the States including field orientations as needed.

This Expression of Interest (hereinafter referred to as 'EOI') is being floated for hiring of an IT Firm for engaging Human Resources to manage the above requirements of maintenance, management & integration of various Health IT Applications and portals.

The detailed terms and conditions of the tender may be downloaded from the NHSRC website <https://nhsrcindia.org/tenders> and the same shall be read as part and parcel of this EOI.

You are requested to confirm your willingness to provide services by your firm with the following information positively by 21-05-2025 (1700 hrs) to **"The Principal Administrative Officer", NHSRC** at the given office address:

Schedule to the Invitation of EOI:

1	Eoi document download date/time	30-04-2025 (1000 hrs)
2	Pre-Bid Meeting	06-05-2025 (1500 hrs)
3	Last date and time for submission of bids	21-05-2025 (1700 hrs)
4	Date and time for opening of Technical BID	23-05-2025 (1100 hrs)
5	Date and Time for opening of Financial Bid	27-05-2025 (1500 hrs - Tentative)
6	Service to be provided	Providing Forty Human Resources (Information Technology) for integration, maintenance & management of IT Applications & Portals
7	Period/Extension of contract	Three Years (extension will be given as per procedures)

1. **NHSRC will not be responsible for any delay in receiving the EOI.**
2. **The Incomplete/unsigned bids shall be rejected.**

1. Instructions for Submitting Proposal

The mode of submitting the proposal will be offline.

Offline Submission:

1. Part A (Technical Proposal) and Part B (Commercial Proposal) must be submitted in separate documents. **Please do not include any price information in Part A.**
2. The cover of the envelope should be clearly named as “**NHSRC IT MANPOWER TECHNICAL PROPOSAL**” and “**NHSRC IT MANPOWER COMMERCIAL PROPOSAL**” **separately**. Both envelopes are to be kept together in one **SINGLE-SEALED ENVELOPE**.
3. The document shall be sent in a sealed envelope **EITHER** by post to ‘The Principal Administrative Officer, National Health Systems Resource Centre, NIHFW, Baba Gangnath Marg, Munirka, New Delhi -110067’ **OR** physically kept in the tender box (named “*EoI for the hiring of IT Firm for Human Resources for IT*”) placed at NHSRC.
4. Any delay in the timely submission of the proposal through the post, or any other cause, will not be considered by NHSRC and will be deemed rejected.
5. Both Technical and Commercial proposals shall include a self-declaration as specified under section, “Bidder Declaration”.

2. For bidders Participating

- a. The bidders or their authorized representatives need to send an e-mail to The Principal Administrative Officer, National Health Systems Resource Centre at it.support@nhsrcindia.org intimating their confirmation for participation in pre-bid and bid opening meeting. This will ensure that only an authorized person is participating, and accordingly, needful arrangements can be done.
- b. National Health Systems Resource Centre is not bound to accept the lowest bidder or any proposal. We also reserve the right to request any, or all, of the Bidders to meet with us to clarify their proposal.
- c. The final decision for approval/ rejection of the Bid of the Bidder at any stage of evaluation shall lie solely with NHSRC and NHSRC shall be under no obligation to disclose the reasons for the same to the Bidder.

3. Timelines & Requirements

The tenure of engagement would be for 36 months, subject to annual contract reviews based on delivery, starting from the date of the issuance of the Work Order to the Bidder by NHSRC (hereinafter referred to as the 'Work Order'). The tenure for engagement may be extended for a period beyond the aforesaid period of 36 months as per procedures.

4. The Manpower Requirements are as follows:

Sr.No.	Position	No. of Manpower
1	Project Manager/Delivery Manager	1
2	Android Developer	1
3	Quality Engineer	1
4	Devops Engineer	1
5	Jr Database Developer	1
6	Sr Database Developer	1
7	Business Analyst	2
8	Java Developer (with Spring Boot)	1
9	Quality Engineer Functional Lead	1
10	Frontend Developer	1
11	Lead Architect	1
12	Product Lead - Business Analysis	1
13	Technical Lead Developer/Scrum Master	1
14	Java Developer	2
15	Sr Java Developer	1
16	Jr. Android Developer	1
17	Elastic & Greenplum Engineer	1
18	Sr Frontend Developer	1
19	Technical Project Manager	1
20	Product Manager	1
21	Senior Consultant Engineering	1
22	Sr. Lead Business Engineering	1
23	Full Stack Developer	1

Sr.No.	Position	No. of Manpower
24	Full Stack Developer	1
25	Quality Engineer	1
26	DevOps	1
27	DBA	1
28	Cloud Architect	1
29	UI Developer	1
30	UI/UX Designer	1
31	Hybrid Mobile Developer	3
32	Analytics Engineer	1
33	React Developer	2
34	GIS Developer	1
35	Full Stack Developer	1

Detailed ToRs for the positions at **Annexure X**

Note: All the above-mentioned resources can be used in other IT projects of NHSRC as well, whenever required. Eligibility criteria(s) may be relaxed by NHSRC in case of exceptional candidates.

5. Evaluation

The evaluation will be based on QCBS (Quality and cost-Based Selection) method. Ratio of Technical to Financial will be 60:40 in accordance with Rule 192(i) of GFR 2017.

The evaluation is a 2 step Process:

- **Technical Evaluation:** Bidder needs to score at least 60 marks out of 100 in technical evaluation to be eligible for Financial Evaluation. A Technical Interview and Presentation round will be performed for the bidders.
- **Financial Evaluation:** please refer table (Financial Format): Bidder needs to provide the Financials as per the Financial Format.

Only bidder(s) who qualify the technical evaluation will be considered for financial evaluation. Lowest quoted bidder will be considered for the selection and award of the contract, but it is clarified that National Health Systems Resource Centre is not bound to accept the lowest bidder or proposal.

6. Technical Evaluation Criteria (QCBS)

Technical Evaluation: Minimum 60 out of 100 marks will be valid as cut off to be considered for Financial Bid.

A Technical Interview and Presentation round will be performed for the bidders.

Type	Formula	Max Score	Remarks
Normalized Technical Score	Total Technical Score	100	Based on Table: Technical Evaluation Criteria

S.No.	Evaluation Criteria	Max Marks	Parameters	Supporting Document
A	Relevant Experience and competency of Firm			
A1	Experience of providing IT manpower on large (including 25 and above IT personnel) projects involving software development, management, and maintenance in last 5 yrs.	45	<ul style="list-style-type: none">• 4 or more projects- 45 Marks• 3 Projects-30 Marks• 1-2 Projects-15 Marks• 0 Projects-0 Marks	Self-attested copy of relevant document along with the year wise details
A2	IT Manpower provisioning done in Government of India/ States / UTs / PSUs / Autonomous Bodies of government of India.	15	5 Projects: 15 marks 3-4 Projects 10 marks 1-2 Projects: 8 marks	Declaration by Bidder with relevant document proof / Work Order copy
A3	Nature of Projects Executed	15	Public Health: 15 Marks Others: 8 Marks	Declaration by Bidder with relevant document proof / Work Order copy

S.No.	Evaluation Criteria	Max Marks	Parameters	Supporting Document
A4	Understanding of the National Health Mission IT applications & Portals, Large project Integration and competent technology Manpower.	15	To be evaluated by the Evaluation Committee constituted by NHSRC	Presentation to the Evaluation Committee
A5	Experience working with MoHFW / Autonomous bodies / other ministries	10	10 Marks for relevant working experience	Copy of work order/Lol

7. Financial Format – Bill of Material (Annexure-II)

Sr. No.	DESCRIPTION (A)	Man Units (B)	Per Man Month Cost Quoted by Bidder (Per head) (C)	Total Cost Quoted by the Bidder / month (D=B*C)
			To be filled by the bidder	
1	Project Manager/Delivery Manager	1		
2	Android Developer	1		
3	Quality Engineer	1		
4	Devops Engineer	1		
5	Jr Database Developer	1		
6	Sr Database Developer	1		
7	Business Analyst	2		
8	Java Developer (with Spring Boot)	1		
9	Quality Engineer Functional Lead	1		
10	Frontend Developer	1		
11	Lead Architect	1		
12	Product Lead - Business Analysis	1		
13	Technical Lead Developer/Scrum Master	1		
14	Java Developer	2		
15	Sr Java Developer	1		
16	Jr. Android Developer	1		
17	Elastic & Greenplum Engineer	1		
18	Sr Frontend Developer	1		
19	Technical Project Manager	1		
20	Product Manager	1		
21	Senior Consultant Engineering	1		
22	Sr. Lead Business Engineering	1		
23	Full Stack Developer	1		

Sr. No.	DESCRIPTION (A)	Man Units (B)	Per Man Month Cost Quoted by Bidder (Per head) (C)	Total Cost Quoted by the Bidder / month (D=B*C)
		To be filled by the bidder		
24	Full Stack Developer	1		
25	Quality Engineer	1		
26	DevOps	1		
27	DBA	1		
28	Cloud Architect	1		
29	UI Developer	1		
30	UI/UX Designer	1		
31	Hybrid Mobile Developer	3		
32	Analytics Engineer	1		
33	React Developer	2		
34	GIS Developer	1		
35	Full Stack Developer	1		
SubTotal				
GST				
Taxes				

Note#

- The Amount quoted will be inclusive of salary of resource and campus expenses. No additional cost will be entertained post selection.
- Scoring will be done as per QCBS formula mentioned below:

$$\text{Bid Score} = [(EFQ_{\text{LOW}}/FQ) * 100 * W_{\text{FIN}}] + [(TQ/ ETQ_{\text{HIGH}}) * 100 * W_{\text{TEC}}]$$

FQ = Financial quote (bid price) of the bidder

EFQ_{LOW} = the lowest of the evaluated financial bid price among the responsive bids

TQ = the total marks obtained by the bidder against quality (Technical Bid) criteria

ETQ_{HIGH} = the highest marks scored against quality criteria (technical Bid evaluation) among all responsive bids

W_{FIN} = 0.3 (the weightage of the quoted financial bid price is 30%)

W_{TEC} = 0.7 (the weightage for the technical bid evaluation quality score is 70%)

The selected Bidder shall provide to the NHSRC the final list of selected and verified candidates no later than 28 days from the date of execution of the Work Order/ issuance of the Work Order. Upon receipt of approval of the selected candidates from NHSRC in writing, the Bidder is required to notify the selected candidates and a duly brief them of the relevant covenants of the Work Order necessary for its effective implementation. Accordingly, NHSRC shall conduct the interview of the selected candidate(s) within 5 days' of such approval, unless this period is extended by NHSRC in writing. In case any selected candidate is found unsuitable/ unqualified by NHSRC during this screening process, the same shall be replaced by the Bidder within 10 working days' from receipt of such rejection.

- a. Bidder shall provide the financial quote (including taxes) in the above format. Failure to do so, may result in rejection of the Bid by NHSRC.
- b. NHSRC may ask the resource(s) to work from its registered office or any other place as designated by NHSRC.
- c. The candidates may be asked to work on the designing & development of other NHSRC projects as per requirement.
- d. Placing order is completely at the discretion of NHSRC.
- e. Bidder shall give an annual increment of at least 7 percent of their total remuneration to each Resource(s) during the tenure of engagement.
- f. The documents mentioned at Point 19 are to be provided with Technical Bid. In the absence of any of the documents the Technical Bid will not be considered.

8. Notification of Empanelment

NHSRC shall notify the successful applicant about empanelment in writing by registered letter or by e-mail.

The applicant shall acknowledge in writing, receipt of the notification of empanelment and shall send its acceptance within 7 days of receiving the notification, failing which, the empanelment may stand terminated.

9. General Terms & Conditions

Terms & Conditions accepted by the bidder during its empanelment with NHSRC are being referred to for current assignment. The following was also mentioned in these "Terms & Conditions":

"This RFQ is not exhaustive in describing the functions, activities, responsibilities, and services for which Bidder will be responsible. The Bidder, by participation in this RFQ, implicitly confirms that if any functions, activities, responsibilities or services which are either not specifically described in this RFQ or EOI or Work Order but has to undergo suitable changes/modifications due to regulatory/statutory changes and are termed necessary or

appropriate by NHSRC for the proper performance of the contract, such functions, activities, responsibilities or services (with applicable changes, if any) will be deemed to be implied and included within the scope of services under this RFQ and Bidder's response to the same extent and in the same manner as if specifically described in this RFQ and Bidder's response".

Based on the above, the following "Terms & Conditions" would be applicable for the current assignment:

- a. The "Terms & Conditions, earlier accepted by the bidder during empanelment would be applicable except those which have been specified/ detailed herein.
- b. The selected bidder should be agreeable to provide Resource(s) in accordance with the requirements of NHSRC and the terms of this EOI or Work Order.
- c. The payment will be made on monthly billing subject to satisfactory progress made as per scope of work and timelines defined in the terms of the Work Order.
- d. The engaged resources shall work under the guidance of NHSRC and be governed by the HR Policy of NHSRC unless so specified otherwise in the EOI/ Work Order.
- e. The Bidder shall be required to raise an Invoice on monthly basis by last working day of the month, towards the services provided to NHSRC. The clearance of the same shall be subject to due verification of official records maintained by the NHSRC and approval for the same provided to the Bidder by the NHSRC in writing.
- f. NHSRC may terminate the Work Order by giving a Notice in writing to the Bidder at least 30 days' in advance of the effective date of termination. The Bidder may terminate the Work Order by giving a Notice in writing to NHSRC at least 90 days' in advance.
- g. At any stage, if NHSRC is not satisfied by the performance of any Resource(s) and/ or termination of association with any Resource(s) or in case of termination of such association by the Resource(s), the Bidder must provide a replacement of such Resource(s) within 10 working days' of receipt of such information of termination/ request for replacement from NHSRC in writing
- h. In case the bidder is unable to provide the replacement or resource within the specified time as per point (g) above, the Bidder shall be liable to compensate NHSRC at the rate of Rs. 1,500/- per day (up to 20% of the total monthly compensation of the Resource(s) as quoted by the Bidder in the Price Bid) towards damages, etc. incurred by NHSRC, unless the same is waived off by NHSRC in writing.

In case of the termination of association by the Resource(s), the Bidder must ensure that the incumbent serve a Notice period of not less than 90 days' from the receipt of such information in writing by NHSRC, unless such is specifically waived off by NHSRC. The successful bidder must also provide a replacement, at least 30 days in advance, from the last date of association of the incumbent (post-specific) resource for smoother "knowledge transfer" exercise.

- i. In case successful bidder is unable to provide the replacement of resource within the specified time as per point g, the Bidder shall be liable to compensate NHSRC at the rate of Rs. 1,500/- per day (upto 30% of the total monthly compensation of the Resource(s) as quoted by the Bidder in the Price Bid) towards damages, etc. incurred by NHSRC, unless the same is waived off by NHSRC in writing.
- j. The regular violation of effective compliance of the terms of this EOI or Work Order, may result in cancellation of the empanelment of the Bidder with NHSRC and forfeiture of the Performance Bank Guarantee.
- k. All intellectual property developed by the Resource(s) during their association with NHSRC, including discoveries or inventions made in the performance of their duties related in any way to

the work of NHSRC, will remain the sole property of NHSRC

- l. All Resource(s) hired by the Bidder shall, during their association with NHSRC, maintain confidentiality at all times in performance of their duties related in any way to the work of NHSRC.
- m. The bidder shall ensure that there is No Parallel employment of the Resource(s) hired for the terms set forth in this EoI, and all the resource(s) hired hereunder shall exclusively perform duties for NHSRC.
- n. The software development will be carried out as per the best practices followed worldwide.
- o. NHSRC may decide to have a mixed set of in-house and bidder's resources for sustainable good quality of software development and bidder should be agreeable to work under this setup and should agree to transfer necessary knowledge and skills to NHSRC personnel such as – Functional Specifications, Technical specification, SRS, integration specification Application architecture / design, integration architecture/ design, Test Cases document, Deployment guide on infrastructure servers, Release notes, under guides & training manuals mandatorily in addition to Source code & Build guides.
- p. The application development /customization work carried by the empaneled bidder(s) will be subject to unit testing, Stress/performance testing, system integration testing & user acceptance testing etc. and security audit, as applicable. However, no additional fees/ charges would be payable by NHSRC for the rectification of errors detected during the testing /audit compliance/ analysis process.
- q. The bidder should be agreeable to provide all necessary functional and technical documentation required by NHSRC from time to time.
- r. The bidder is in agreement with NHSRC to execute a Non- Disclosure Agreement (NDA) and integrity Pact as per the format of NHSRC. The format along with NDA and integrity pact will be shared with eligible Bidders.
- s. Conflict of Interests shall disqualify the bidder.
- t. NHSRC shall have the right to changes the terms & conditions /cancel the tendering process at any time, without thereby incurring any liabilities to the affected bidders. Reasons for changing the terms & conditions / cancellation, as determined by NHSRC in its Sole discretion including but are not limited to the following:-
 - i. Services contemplated are no longer required
 - ii. Scope of work not adequately or clearly defined due to unforeseen circumstances and or factors and/ or new developments
 - iii. There have been new developments leading to change in the terms & conditions / canceling of the tendering process.
 - iv. The project is not in the best interest of NHSRC
 - v. Any other reason

10. Confidentially

- For all purposes of this Agreement, the term “Confidential Information” shall collectively refer to all non-public information or material disclosed or provided by NHSRC to the Bidder or vice-versa, either orally or in writing, or obtained by the recipient Party from a third party or any other source, concerning any aspect of the business or affairs of the other Party or its “Affiliates”, including without limitation, any information or material pertaining to products, formulae, specifications, designs, processes, plans, policies, procedures, employees, work conditions, legal and regulatory affairs, assets, inventory, discoveries, trademarks, patents, manufacturing, packaging, distribution, sales, marketing, expenses, financial statements and data, customer and supplier lists, raw materials, costs of goods and relationships with third parties. Confidential Information also includes any notes, analyses, compilations, studies or other material or documents prepared by the recipient Party which contain, reflect or are based, in whole or in part, on the Confidential Information.

Notwithstanding the foregoing, Confidential Information shall not include information or material that:

- is publicly available or becomes publicly available through no action or fault of the recipient Party;
 - was already in the recipient Party’s possession or known to the recipient Party prior to being disclosed or provided to the recipient Party by or on behalf of the other Party, *provided*, that, the source of such information or material was not bound by a contractual, legal or fiduciary obligation of confidentiality to the non-disclosing Party or any other Party with respect thereto,
 - was or is obtained by the recipient Party from a third Party, *provided*, that, such third Party was not bound by a contractual, legal or fiduciary obligation of confidentiality to the non-disclosing Party or any other Party with respect to such information or material, or
 - is independently developed by the recipient Party without reference to the Confidential Information.
- Both Parties shall keep strictly confidential and shall not disclose, or cause or permit to be disclosed, to any person or entity, any confidential information or the fact that it has received the Confidential Information and related thereto, except to those officers, employees or other authorized agents and representatives and professional consultants of Third Party to whom disclosure is reasonably necessary in connection with the execution of work assigned, and except as otherwise consented to in writing by the other Party. Both Parties shall take all actions reasonably necessary to ensure that the Confidential Information remains strictly confidential and is not disclosed to or seen, used or obtained by any person or entity except in accordance with the terms of this EoI.

11. Blacklisting

- The Bidder should not have any actions, suits, proceedings or investigations pending or to their knowledge threatened against them at law or in equity before any court or before any other judicial, quasi-judicial or other authority, the outcome of which may constitute their inability to perform their assignment(s) as per this EoI.
- The Bidder should not be blacklisted by any Central/ State Government, / agency of Central/ State Government of India or any other country / Public Sector Undertaking/ any

Regulatory Authorities in India or any other country for any kind of fraudulent activities.

- At any stage, in case it is found that the Bidder has deliberately misrepresented or provided false information to NHSRC, NHSRC reserves the right to blacklist the said Bidder for a period of not less than 5 years from the date of receipt of such decision to the Bidder in writing, from participating in future Bids/ projects, from the date of receipt of such decision to the Bidder.
- The bidder must not be currently debarred or blacklisted and the bidder does not have any pending litigations with Government of India/ States / UTs / PSUs / Autonomous Bodies.

12. Disclaimer

The close relatives of NHSRC personnel are prohibited from participation in this tender. The close relatives for this purpose are defined as:

- Members of a Hindu Undivided Family.
- The one is related to the other in the manner as wife or husband, father, mother, sons(s), son's wife (daughter-in-law), Daughter(s) and daughter's husband (son-in-law), brother (s) and brother's wife (Sister-in-law), sister(s) and sister's husband (brother-in-law)

13. Indemnification

- The Bidder hereby undertakes that NHSRC shall not be liable for or in respect to any damages or compensation payable to any of its employee, associate, agent or contractor or sub-contractor. The Bidder shall indemnify and keep indemnified NHSRC against all such damages and compensation, all claims, proceedings, damages, costs, charges and expenses whatsoever in respect thereof or in relation thereto.
- The Bidder shall indemnify and keep indemnified NHSRC for any losses/ penalties as may be levied upon the Bidder, by any judicial/ statutory/ administrative authorities/ Court of law, on account of violation of any law/ rule/ regulation/ condition etc. attributable to the Bidder/ its agents/ or any other person in its employment of or any of its contractors/sub-contractors.
- The Bidder shall indemnify and keep indemnified NHSRC for any losses/ penalties as may be levied for any losses/ penalties as may be levied upon it, by any judicial/ statutory/ administrative authorities/ Court of Law, on account of violation of any law/ rule/ regulation/ condition/ infringement of Intellectual Property Rights, etc. attributable to the Bidder/ its agents/ its Affiliates or any other person in its employment or any of its contractors/ sub-contractors, while providing its services herein.

14. Pre-Qualification / Eligibility Criteria

1) A bidder participating in the procurement process shall possess the following minimum pre- qualification / eligibility criteria.

- i. The registered office of the firm/ facility/ association/ company (hereinafter referred to as "Bidder") submitting the Bid shall be based within Delhi-NCR region.
- ii. The Bidder undertakes that it is fully equipped with human and technical resources and equipment required for successful and efficient delivery of any work that may be assigned to it by NHSRC in pursuance of this Tender and EoI.
- iii. The Bidder should have GSTIN issued by the GST Department.

- iv. The Bidder should have PAN number issued by the Income-tax department.
- v. The Bidder should be duly registered with the competent authority in accordance with the prevailing laws of India prior to 31.03.2014 and shall submit a copy to NHSRC of all necessary documents, such as Licenses, Registration Certificates etc., in support thereof, and represents and warrants that it is duly organized, validly existing and in good standing under the laws of its land.
Copy of any documentary proof to establish bonafides of the registered office (as on date) i.e., landline/mobile/Electricity Bill in the name of the bidder agency or registration under shop & establishment act, local authority or lease agreement must be attached and the Bidder shall agree to physical verification of the same by NHSRC.

- 2) In addition to the provisions regarding the qualifications of the bidders as set out in (1) above:-
 - a. NHSRC may disqualify a bidder as per Terms and conditions mentioned in Para 9; and
 - b. NHSRC may require a bidder, who was pre-qualified, to demonstrate its qualifications again in accordance with the same criteria used to pre-qualify such bidder. NHSRC shall disqualify any bidder that fails to demonstrate its qualifications again, if requested to do so. NHSRC shall promptly notify each bidder requested to demonstrate its qualification again as to whether or not the bidder has done so to the satisfaction of NHSRC.
 - c. The bid evaluation committee may rectify non-material non-conformities or omissions on the basis of the information or documentation received from the bidder under (b) above.
Non receipt of any of proof of documents as given at PRE-QUALIFICATION/ELIGIBILITY CRITERIA will make a firm liable for Disqualification.

S.No	Basic requirement	Specific Requirements	Documents Required
1.	Legal Entity	<p>The bidder should be a company registered under Indian Companies Act, 1956;</p> <p>OR</p> <p>A partnership firm registered under Indian Partnership Act, 1932 or LLP Act, 2008 of India;</p> <p>OR</p> <p>By other Act of State/Union, as applicable for dealing in the subject matter of procurement;</p> <p>Note: A self-certified declaration regarding the non- applicability of registration to any Act should be submitted by the bidder</p>	-Copy of valid Registration / incorporation Certificates
2	Financial: Turnover from IT/ITeS	Average Annual Turnover of the bidder from IT/ITes during last three financial years, i.e. FY:2021-2022, 2022-2023 2023-2024 as per the last published audited balance sheet), should be at least Rs. 25 Crores.	CA Certificate with CA's Registration Number, Signature & Seal
3	Financial: Net Worth	The net worth of the bidder, as on March 31st, 2024 (as per last published audited balance sheets) should be positive.	CA Certificate with CA's Registration Number, Signature & Seal
4	Tax registration	The bidder should have a registered number of GST Registration No. where his business is located Income Tax/ Pan Number	Copies of relevant certificates of registration

5	Mandatory	<p>Bidder should: -</p> <p>Not be insolvent, in receivership, bankrupt or being wound up, not have its affairs administered by a court or a judicial officer, not have its business activities suspended and must not be the subject of legal proceedings for any of the foregoing reasons: Not have, and their directors and officers not have, been convicted of any criminal offence related to their professional conduct or the Making of false statement or misrepresentations as to their qualifications to enter into a procurement contract within a period of three years preceding the commencement of the procurement process, or not have been otherwise disqualified pursuant to debarment proceedings;</p> <p>c) Comply with code of integrity as specified in the bidding document.</p>	A Self Certified letter as per Annexure-7
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6	Manpower Strength	The bidder should have at-least 200 or more full time employees in IT Man-Power services across India as on 31 st March 2025	Self-Certification by the authorized signatory with clear declaration of staff-year wise, level/ designation wise.
7	Legal	There should not be any Pending Litigations with the Government.	
8	Penalty	There should not be any penalties imposed on the bidder by any agency for matters related with and incidental to Labour Laws.	

15. Pre-Bid Meeting

- Pre-bid meeting shall be held as per schedule so as to provide an opportunity to the bidders to interact with NHSRC with regard to various tender provisions/ clauses before the bids are submitted.
- Request for clarification during pre-bid, if any, may be sent by email on it.support@nhsrindia.org at least five working days prior to the commencement of pre-bid meeting.
- Bidders are required to attend the pre-bid meeting through a duly authorized representative, failing which, request for any additional meeting may not be entertained.

16. Regular Inspection of Website

Prospective bidders are advised to visit NHSRC website <https://nhsrindia.org> on regular basis for any change in schedule like amendment / corrigendum in Tender Document including technical requirement and pre-bid minutes etc.

17. Performance Security

- The successful bidder shall furnish a Performance Security for an amount equivalent to 5% of the contract value or Rs. 10 Lakhs, whichever is higher (as required under the Rule 171, General Financial Rules, 2017).
- The successful bidder shall furnish Performance Security for an amount as indicated above to ensure due performance of the contract within fifteen days (15) or earlier from the date of receipt of communication from NHSRC informing 'Acceptance of Bid'.
- The Performance Security shall be furnished in form of a Demand draft/ Pay order /Bank Guarantee/Fixed Deposit Receipt (FDR) in favour of "National Health Systems Resource Centre." Issued by a Schedule Bank from its branch in Delhi in the prescribed format.
- In case the Performance Security is submitted in form of Bank Guarantee/Fixed Deposit Receipt (FDR) shall remain valid for a period of 60 days beyond the date of completion of all contractual obligations of the work order.
- Failure of the bidder to submit the above-mentioned Performance Security shall constitute sufficient grounds for the annulment of the award and forfeiture of the bid security.
- The Performance Security as mentioned in the sub-para (i) above shall be released on satisfactory completion of all contractual obligation.

18. Amendments To Enquiry Documents

At any time, prior to the deadline for submission of tender, NHSRC may, for any reason deemed fit by it, modify the Tender Enquiry document by issuing suitable amendment(s) to it. The amendment will be uploaded on NHSRC website only. NHSRC will be under no obligation to inform the Bidders of such amendment on individual basis.

In order to provide reasonable time to the prospective bidders to take necessary action in preparing their tenders as per the amendment, NHSRC may, at its discretion extend the deadline.

19. Documents to Be Attached with The Tender For Technical Evaluation

1. Tender document and terms & conditions (each and every page) duly filled, signed and stamped by the Bidder along with the supporting Documents.
2. Bidder relevant Registration certificate from appropriate authority.
3. Audited copy (including balance sheet and P&L) of the annual turnover for last 3 years should be submitted.
4. Copy of PAN number issued by the Income-tax department.
5. Copy of GSTIN
6. Letter of associated press/own Bidder facility
7. (i) The two sealed envelopes containing technical bid (Annexure-I) and financial bid (Annexure-II) respectively should be placed in one covering envelope and sealed.
(ii) The technical bid should not contain any indicating of price offered; else the entire bid will be rejected.
8. Income tax return of last 3 years (certified copy is to be submitted with application).
9. A certificate as per Annexure VIII stating that the bidder has not been / is not blacklisted / debarred. The Bidder has not been / is not involved in litigation or any legal proceedings.



**NATIONAL HEALTH SYSTEMS RESOURCE CENTRE,
(Ministry of Health & Family Welfare, Government of India)**

Application form for empanelment of vendors

Note to fill the Application Form:

1. It is essential to fill all columns of the application.
 2. Each page of the application form to be signed by the authorized signatory.
 3. Attach separate sheets to fill the details, wherever required.
 4. The vendor should clearly specify the expertise for which he/she is applying for empanelment (like only for designing, only for printing, only for videography or for combination of two works or more or for all works)
- Work being applied for empanelment: _____
 - Name of the Vendor: _____
 - Office Address: _____

 - Telephones Nos.: _____
 - E-mail / Website: _____
 - Fax Nos.: _____
 - Mobile Nos.: _____
 - Nature of ownership of firm (Sole/Partnership/otherwise)

 - If Registered, Regn. No. with name of authority:

- Validity of registration:

- GST. No.: _____

- PAN No.: _____

- Is the firm, on the panel of any other govt. organization:

- Details of printing and designing works executed for the last 3 financial years (indicate year-wise)

Please attach list

- Details of turn over for the last 3 financial years (indicate year wise)

- List of clients with telephone Nos. in respect of which works have been executed successfully:

- Sample of work (copy attached):

(Signature of the Proprietor/Authorized Signatory)

Rubber Seal of the firm

Place:

Date:

Financial Bid

S. No.	DESCRIPTION (A)	Man Units (B)	Per Man Month Cost Quoted by Bidder (Per head) (C)	Total Cost Quoted by the Bidder / month (D=B*C)
1	Project Manager/Delivery Manager	1		
2	Android Developer	1		
3	Quality Engineer	1		
4	Devops Engineer	1		
5	Jr Database Developer	1		
6	Sr Database Developer	1		
7	Business Analyst	2		
8	Java Developer (with Spring Boot)	1		
9	Quality Engineer Functional Lead	1		
10	Frontend Developer	1		
11	Lead Architect	1		
12	Product Lead - Business Analysis	1		
13	Technical Lead Developer/Scrum Master	1		
14	Java Developer	2		
15	Sr Java Developer	1		
16	Jr. Android Developer	1		
17	Elastic & Greenplum Engineer	1		
18	Sr Frontend Developer	1		
19	Technical Project Manager	1		
20	Product Manager	1		
21	Senior Consultant Engineering	1		
22	Sr. Lead Business Engineering	1		
23	Full Stack Developer	1		
24	Full Stack Developer	1		
25	Quality Engineer	1		
26	DevOps	1		
27	DBA	1		
28	Cloud Architect	1		
29	UI Developer	1		
30	UI/UX Designer	1		
31	Hybrid Mobile Developer	3		
32	Analytics Engineer	1		
33	React Developer	2		
34	GIS Developer	1		
35	Full Stack Developer	1		
SubTotal				
GST				
Taxes				

Note#

- Amount quoted will be inclusive of salary of resource and campus expenses. No additional cost will be entertained post selection.
- Scoring will be done as per QCBS formula below

$$\text{Bid Score} = [(EFQ_{\text{LOW}}/FQ) * 100 * W_{\text{FIN}}] + [(TQ/ ETQ_{\text{HIGH}}) * 100 * W_{\text{TEC}}]$$

FQ = Financial quote (bid price) of the bidder

EFQ_{LOW} = the lowest of the evaluated financial bid price among the responsive bids

TQ = the total marks obtained by the bidder against quality (Technical Bid) criteria

ETQ_{HIGH} = the highest marks scored against quality criteria (technical Bid evaluation) among all responsive bids

W_{FIN} = 0.3 (the weightage of the quoted financial bid price is 30%)

W_{TEC} = 0.7 (the weightage for the technical bid evaluation quality score is 70%)

Application for Empanelment of Vendors

(To be typed & submitted in the Letter Head of the Company/Firm of vendor)

Offer Reference No.....

Dated:

To,

NATIONAL HEALTH SYSTEMS RESOURCE CENTRE

NIHFW Campus, Baba Gangnath Marg, Munirka, New Delhi 110067

Dear Sir,

Sub: Submission of Application against EOI Ref No: -----

We wish to introduce ourselves as vendor and request you to consider our application for empanelment as a vendor IT Firm for engaging Human Resources to develop integration, management & maintenance of IT Applications & Portals as detailed in the EOI issued by NHSRC, in accordance with the terms and conditions thereof.

I/We have carefully read the terms and conditions specified in EOI and also following listed documents connected with the EOI documents and agree to abide by the same.

1. Amendments/Clarifications/Corrigenda/Errata/etc. issued in respect of the EOI by NHSRC (if any).
2. Notice Inviting Application.
3. Documents referred in EOI document.

Authorized Representative of Applicant

TECHNICAL BID

Additional Information

(To be submitted in a sealed envelope to PAO, NHSRC, NIHFV Campus, Baba Gangnath Marg, New Delhi, so as to reach before the last date and time of the closing of the bid)

1. Name & Address of Bidder:
2. Permanent Income Tax A/c No. of the bidder:
3. Name & Address of Banker of the Bidder:
4. Business Name and constitution of the Bidder firm.

Also state if the firm is registered under:

- (i) The Indian Companies Act, 1956
- (ii) The Indian Partnership Act, 1932
- (iii) Any act, if not, who are the owners (Please give full Names and Address)

(Attach copies)

5. For partnership firms state whether they are registered or not registered under Indian Partnership Act, 1932. Should the answer to this question by a partnership firm be in the affirmative, please state further:

(i) Whether by the partnership agreement authority to refer disputes concerning the business of the partnership to arbitration has been conferred on the Partner who has signed the tender.

(ii) If the answer to (i) is in the negative, whether there is any general power of attorney executed by all the partners of the firm authorizing the partner who has signed the tender to refer dispute concerning business of the partnership to arbitration.

6. State whether business dealing with you has been banned by any Central/ State Government Organization? If so, give details.

Signature of witness

Full Name and Address of Witness
(In BLOCK LETTER)

Signature of Bidder

1. Full name & address of Person signing.

2. Whether signing as Proprietor/ Partner/ Constituted Attorney / duly authorized by company.

Income Tax Return & PAN Number

Self-Attested Copies of IT Return & PAN Number, as required by this Tender Enquiry is being submitted along with this tender as per details given below: -

Details	Remarks
Copies of Income Tax Returns for the Financial Years (for last three years)	
Copy of Permanent Account Number	
Copy of Service Tax Registration Number	
Copy of GST/ VAT/ Sales Tax Registration Number, if any	

Signature of Bidder
(Prop. / Partner/ Authorized Signatory)
Name & Address with Seal of the firm

Certified copies of the work order

Proof of successfully providing of the similar services i.e., certified copies of the work order for providing similar services for any other Govt. Institutions or reputed private institutions in Delhi or NCR in the recent past (during last five years) along-with endorsement from the concerned Institution.

(a) Whether any work of Govt. or Semi Govt. Dept or Reputed Private Organization has been done in previous year Y/N_____

(b) It yes, furnish full details _____

Signature of Bidder
(Prop. / Partner/ Authorized Signatory)
Name & Address with Seal of the firm

UNDERTAKING

(To be submitted on Rs. 50/- stamp paper)

Declaration by the Bidder

I/We _____ hereby declare that:

- 1.) I/We am/are an IT Firm engaged in providing Human Resources/ manpower and duly recognized by the Govt. of India/State Govt./Any other reputed Public Institution/Body have examined the above-mentioned tender document including amendment/corrigendum (if any) the receipt of which is hereby confirmed.
- 2.) I/We do hereby offer to provide the aforesaid services at the prices and rates mentioned in the price bid.
- 3.) I/We agree to abide by my/our offer for a period of _____ days from the date of opening of the tender.
- 4.) I/We have carefully read and understood all the Terms and Conditions of the tender and shall abide by them.
- 5.) I/We agree for the all clauses and payment terms & conditions of this tender enquiry. In case any condition put forth by us is against the terms & conditions of tender, the same shall be treated as to be having no affect whatsoever and that the tender terms and conditions shall only prevail upon such conditions, if any.
- 6.) I/We agree that in the event of any dispute or differences, the decision of the Executive Director, NHSRC New Delhi shall be final and binding on me/us.
- 7.) The tender document has been downloaded from the official website i.e. www.nhsrindia.org and/or tender website in for bidding purpose and is a true copy of the original.
- 8.) I/we hereby undertake that none of my relative (s) as defined in Disclaimer Clause of Annexure I is/are employed in NHSRC.

Signature of Bidder
(Prop. / Partner/ Authorized Signatory)
Name & Address with Seal of the firm

SELF-DECLARATION – NO BLACKLISTING {to be filled by the bidder}

To,
{Tendering Authority},

_____,

In response to the Tender No. _____ dated _____ for Empanelment of Publication Agencies on Agreed Financials, as an Owner/ Partner/ Director of _____, I/ We hereby declare that presently our Company/ firm _____, at the time of bidding, is having unblemished record and is not declared ineligible for corrupt & fraudulent practices either indefinitely or for a particular period of time by any State/ Central government/ PSU. If this declaration is found to be incorrect then without prejudice to any other action that may be taken and our bid, to the extent accepted, may be cancelled.

Thanking you,

Name of the Bidder: -
Authorised Signatory: -
Seal of the Organization: -

Date:
Place:

Bid Security Declaration Form

Date: _____

Tender No. _____

To (insert complete name and address of the bidder)

I/We. The undersigned, declare that:

I/We understand that, according to your conditions, bids must be supported by a Bid Securing Declaration.

I/We accept that I/We may be disqualified from bidding for any contract with you for a period of one year from the date of notification if I am /We are in a breach of any obligation under the bid conditions, because I/We

a) have withdrawn/modified/amended, impairs or derogates from the tender, my/our Bid during the period of bid validity specified in the form of Bid; or

b) having been notified of the acceptance of our Bid by the purchaser during the period of bid validity (i) fail or reuse to execute the contract, if required, or (ii) fail or refuse to furnish the Performance Security, in accordance with the Instructions to Bidders.

I/We understand this Bid Securing Declaration shall cease to be valid if I am/we are not the successful Bidder, upon the earlier of (i) the receipt of your notification of the name of the successful Bidder; or (ii) thirty days after the expiration of the validity of my/our Bid.

Signed: (insert signature of person whose name and capacity are shown)

in the capacity of (insert legal capacity of person signing the Bid Securing Declaration)

Name: (insert complete name of person signing the Bid Securing Declaration)

Duly authorized to sign the bid for an on behalf of (insert complete name of Bidder)

Dated on _____ day of _____ (insert date of signing)

Corporate Seal (where appropriate)

Detailed ToRs for IT Manpower

#	Position	Qualification/Skills/Scope of Work/Experience
1	Project Manager/ Delivery Manager	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech Required Experience: 20 years or more Desirable: SAFe/PMP/ Prince certification, experience in Govt Health IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> • Strong project management Skills, including the ability to prioritize work and meet deadlines. • Preparing project proposals and discussing potential projects with clients and stakeholders • Facilitating project initiation by defining project scope and requirements, and preparing the necessary documents and requirements • Developing project plans and timelines to ensure the timely submission of project deliverables • Managing project budgets and resources to ensure the timely completion of milestones • Tracking and documenting progress and communicating project status updates to key stakeholders • Identifying and managing project risks • Facilitating team meetings and collaboration • Liaising for changes and negotiations with relevant stakeholders • Experience in open-source production applications and tools • Extensive experience with Project management tools and technologies • Strong understanding of the Software Development Life Cycle (SDLC), Agile, and SAFe methodologies required. • Proven experience in building complex, large scale internet- based systems. • Hands-on coding experience with popular languages and web stacks.
2	Android Developer	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech Required Experience: 9 years or more Desirable: Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> • Professional experience in Android technologies • Strong technical aptitude. • Ability to solve complex problem with innovative design/solutions. • Should be able to anticipate the problems upfront and propose a feasible solution. • Analyze different frameworks and libraries and develop POC to validate technology. • Lead technical a software engineering team and deliver software components. • Experience in the development lifecycle of at least one large-scale app deployment. • Person will be responsible to design, develop and implement medium/large complex applications. • Design and develop key complex modules. • Troubleshoot production issues and provide timely resolution. • Write concise yet comprehensive technical documentation. • Knowledge of Public Health domain knowledge is advantage.

3	Quality Engineer	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p>Required Experience: 8 years or more</p> <p>Desirable: Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> • Strong knowledge of software QA methodologies, tools and processes • Hands-on experience with automated testing tools Solid knowledge of SQL and scripting • Knowledge in Java, J2EE, JavaScript, Web Services REST API • Experience working in an Agile/Scrum development process • Proficiency in Java test frameworks such as JUnit, Selenium, etc. • Experience with web-based application testing • Experience in writing clear, concise and comprehensive test plans and test cases • Previous experience working as a QA automation engineer • Advanced programming Skills/Scope of Work including automation systems and databases
4	Devops Engineer	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p>Required Experience: 10 years or more</p> <p>Desirable: Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> • Rich experience in analyzing enterprise application performance, determining roots cause, and optimizing resources up and down the stack • Scaling Application Workloads in Linux VMware • Demonstrates Technical Qualification Administering and utilizing Jenkins / Gitlab CI at scale for build managementand continuous integration • Very Strong in Kubernetes, Envoy, Consul, Service mesh, API gateway. • Substantial Knowledge of Monitoring tools like Zipkin, Kibana, Grafana, Prometheus, SonarQube. • Strong in CI/CD experience. • Relevant Experience in any cloud platform • Creating Docker images and managing Docker Containers Scripting for configuration management. • Experience in airflow ELK, dataflow for ETL. • Good to have Infrastructure-as-code secrets management, deployment strategies, cloud networking. • Familiarity with primitives like deployment and cron job. • Scripting experience • Supporting highly available open-source production applications and tools
5	Jr Database Developer	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p>Required Experience: 5 years or more</p> <p>Desirable: Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> • Extended experience in database development, management and administration • Responsible for the backend development of Application modules & registries • Strong understanding of RDBMS, MySQL, Greenplum, Postgres, Distributed Persistence, Kubernetes Operators. Redis cache • Experience of working on SQL Queries and database scripting • Experience in deployment of SQL DDL/DML code in multiple environments (Dev/QA/PROD) • Strong experience of APIs development

6	Sr Database Developer	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p>Required Experience: 8 years or more</p> <p>Desirable: Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> Extended experience in database development, management and administration Responsible for the backend development of Application modules & registries Strong understanding of RDBMS, MySQL, Greenplum, Postgres, Distributed Persistence, Kubernetes Operators. Redis cache Experience of working on SQL Queries and database scripting (procedures, functions, jobs, physical data model creation) Experience in deployment of SQL DDL/DML code in multiple environments (Dev/QA/PROD) Strong experience of APIs development Experience with any ETL tool Back-end: Core PHP, PHP MVC (CI, YII, Zend and Laravel,
7	Business Analyst	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p>Required Experience: 3 years or more</p> <p>Desirable: Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> Partner with stakeholders across business units (ex: sales, finance, security, compliance) to develop analyses and documentation in a collaborative way, communicating effectively and efficiently with production, managerial, and executive teams Evaluate, analyze, and communicate systems requirements on a continuing basis, and maintain systems processes, including the delivery of monthly status reports to all appropriate parties Author and update internal and external documentation, and formally initiate and deliver requirements and documentation Conduct daily systems analytics to maximize effectiveness and troubleshoot problems Develop meaningful and lasting relationships with partners for optimized systems integration, and respond to questions and concerns from managers and executives with supporting research and recommendations
8	Java Developer (with Spring Boot)	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p>Required Experience: 6 years or more</p> <p>Desirable: Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> Hands-on experience in spring boot & microservices Knowledge of consuming and providing rest apis Excellent knowledge of j2ee architecture/design patterns, object-oriented design methodologies, SOA, data modeling techniques, and soap Experience in using j2ee apis like jpa, jta, jms, jdbc etc. Experience in design patterns, design principles & memory management Strong experience in spring framework including dependency injection, ioc, spring boot, etc. experience in containerization, api gateways is a plus

9	Quality Engineer Functional Lead	<p><u>Qualifications:</u> B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p><u>Required Experience:</u> 10 years or more</p> <p><u>Desirable:</u> Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p><u>Skills/Scope of Work:</u></p> <ul style="list-style-type: none"> • Estimate, prioritize, plan and coordinate testing activities. • Leading and managing the QA team to ensure efficient testing processes. • Developing and implementing QA processes, standards, and methodologies. • Design, implement, and maintain robust testing frameworks. • Guide the QA team in creating detailed, comprehensive, and well-structured test plans and test cases. • Perform hands-on testing and review complex test scenarios and outcomes. • Drive the adoption of best practices in code quality, testing, and maintenance within the team. • Analyze test results, troubleshoot issues, and track software defects to resolution. • Stay abreast of the latest industry trends in QA automation and recommend tools and processes to enhance testing efficiency. • Manage and report on test activities, including test results, test case coverage, and required resources. • Experience with software development practices and tools, including Git, JIRA, and Jenkins. • Knowledge of SQL and relational databases to support complex test scenarios. • Familiarity with performance and security testing is advantageous. • In-depth understanding of various testing methodologies and tools. • Collaborating with cross-functional teams to identify and resolve quality issues. • Identifying and documenting defects and working with the development team for resolution. • Work on monitoring the quality of the products and provide insights on the issues raised. • Track quality assurance metrics, like defect densities and open defect counts. • Proven experience in QA with leadership responsibilities. • Strong analytical and problem-solving skills. • Excellent communication and team collaboration abilities. • Knowledge of testing tools, methodologies, and best practices. • Create detailed, comprehensive, and well-structured test plans and test cases.
10	Frontend Developer	<p><u>Qualifications:</u> B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p><u>Required Experience:</u> 10 years or more</p> <p><u>Desirable:</u> Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p><u>Skills/Scope of Work:</u></p> <ul style="list-style-type: none"> • Design and develop high-performing and responsive web applications using Angular JS best practices. • Write clean and efficient JavaScript, CSS, and HTML codes. • Conduct product analysis tasks. • Connect with other team members, such as UX designers, project managers, and back-developers to deliver quality work. • Analyze and resolve debugging issues in the application code to maintain the sustainability of the application. • Proficiency in JavaScript, TypeScript, Angular (v6 and above), HTML, and CSS. • Manage all code compliance with respect to the standards set by the company. • Coordinate with the backend team to create, test and execute code that merges with live streams and API endpoints. • Create system configuration functions using a component-based architecture. • Perform troubleshooting bugs and issue resolution.

		<ul style="list-style-type: none"> Hands-on experience in developing modularized or template-based implementation. Create User Interface for Modern Rich Internet Applications. Perform product analysis and development tasks that may require extensive research and analysis. Build application performance through JavaScript profiling and code optimization.
11	Lead Architect	<p><u>Qualifications:</u> B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p><u>Required Experience:</u> 15 years or more</p> <p><u>Desirable:</u> Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p><u>Skills/Scope of Work:</u></p> <ul style="list-style-type: none"> Proven track record of success in a senior technology leadership role, with at least 12 years of experience in software product development. Deep expertise in software architecture, design, development, and deployment, with proficiency in modern programming languages, frameworks, and tools. Strong strategic thinking and business acumen, with the ability to translate business requirements into technology solutions. Excellent leadership and communication skills, with the ability to inspire and motivate teams to achieve their full potential. Demonstrated experience in driving innovation, managing change, and delivering results in a fast paced, dynamic environment. Knowledge of industry best practices, standards, and regulations related to software development, cybersecurity, and data privacy.
12	Product Lead - Business Analysis	<p><u>Qualifications:</u> B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p><u>Required Experience:</u> 12 years or more</p> <p><u>Desirable:</u> Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p><u>Skills/Scope of Work:</u></p> <ul style="list-style-type: none"> Minimum 10 years of relevant experience crafting technology strategies for digital tools and leading small to medium sized software development teams. Ability to navigate relationships with government stakeholders in both technical and non technical settings. Hands on experience in creating and delivering modern software. Strong experience in either product management, design, user research, engineering, or nation scale deployment. Experience in building digital technology products from scratch for national scale deployment.
13	Technical Lead Developer/Scrum Master	<p><u>Qualifications:</u> B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p><u>Required Experience:</u> 15 years or more</p> <p><u>Desirable:</u> Experience in Govt. IT Projects / Govt. Health IT Projects</p> <p><u>Skills/Scope of Work:</u></p> <ul style="list-style-type: none"> Determining project requirements and developing work schedules for the team. Delegating tasks and achieving daily, weekly, and monthly goals. Liaising with team members, management, and clients to ensure projects are completed to standard. Identifying risks and forming contingency plans as soon as possible. Analyzing existing operations and scheduling training sessions and meetings to discuss improvements. Keeping up-to-date with industry trends and developments. Updating work schedules and performing troubleshooting as required. Motivating staff and creating a space where they can ask questions and voice their concerns. Being transparent with the team about challenges, failures, and successes. Writing progress reports and delivering presentations to the relevant stakeholders.

14	Java Developer (2 in nos)	<p><u>Qualifications:</u> B.E./ B. Tech./ MCA/ M.E./ M. Tech <u>Required Experience:</u> 8+ years <u>Desirable:</u> Experience in Govt. IT Projects / Govt. Health IT Projects <u>Skills/Scope of Work:</u></p> <ul style="list-style-type: none"> • Design, implement and maintain Java-based applications that can be high-volume and low-latency • Analyze user requirements to define business objectives • Envisioning system features and functionality • Define application objectives and functionality • Ensure application designs conform with business goals • Develop and test software • Identify and resolve any technical issues arising • Create detailed design documentation • Propose changes to current Java infrastructure • Develop technical designs for application development
15	Sr Java Developer	<p><u>Qualifications:</u> B.E./ B. Tech./ MCA/ M.E./ M. Tech <u>Required Experience:</u> 12+ years <u>Desirable:</u> Experience in Govt. IT Projects / Govt. Health IT Projects <u>Skills/Scope of Work:</u></p> <ul style="list-style-type: none"> • Design, develop, and implement Java-based applications that meet business requirements and provide optimal user experiences. • Work closely with stakeholders, project managers, and front-end and back-end developers to create effective software solutions. • Identify and resolve technical issues that impact functionality and performance, ensuring seamless application development. • Conduct comprehensive unit testing to validate the functionality of each application module, adhering to software development lifecycle best practices. • Ensure Java code quality by following best practices and utilizing object-oriented programming principles to build scalable applications. • Leverage Java frameworks such as Spring, Hibernate, and Java EE to expedite development while maintaining high standards. • Develop and manage APIs to facilitate smooth communication between applications and web services. • Participate in code reviews to ensure code quality, maintain consistency, and share insights on design patterns. • Utilize tools like Git, Maven, Docker, and AWS to manage project dependencies and streamline deployment. • Implement security best practices in Java-based applications to protect data and meet compliance standards.
16	Jr. Android Developer	<p><u>Qualifications:</u> B.E./ B. Tech./ MCA/ M.E./ M. Tech <u>Required Experience:</u> 5+ years <u>Desirable:</u> Experience large scale IT Projects <u>Skills/Scope of Work:</u></p> <ul style="list-style-type: none"> • Develop and test software • Identify and resolve any technical issues arising • Create detailed design documentation • Propose changes to current Java infrastructure • Develop technical designs for application development • Develop multimedia applications • Write well designed, testable code • Conducting software analysis, programming, testing, and debugging • Manage Java and Java EE application development • Develop documentation to help users

17	Elastic & Greenplum Engineer	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p>Required Experience: 12+ years</p> <p>Desirable: Experience large scale IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> • Design, implement, and manage ELK stack solutions for various data ingestion and visualization needs. • Develop and maintain efficient pipelines for log processing and data enrichment using Logstash. • Create and maintain Kibana dashboards to provide meaningful insights and visualization. • Ensure high availability, performance, and security of ELK stack solutions. • Monitor and troubleshoot issues within the ELK environment to ensure optimal operation. • Collaborate with development, DevOps, and security teams to integrate ELK stack processes within the CI/CD pipeline. • Provide training and support to internal teams on ELK stack usage and best practices.
18	Sr Frontend Developer	<p>Qualifications: B.E./ B. Tech./ MCA/ M.E./ M. Tech</p> <p>Required Experience: 10+ years</p> <p>Desirable: Experience large scale IT Projects</p> <p>Skills/Scope of Work:</p> <ul style="list-style-type: none"> • Design and develop high-performing and responsive web applications using Angular JS best practices. • Write clean and efficient JavaScript, CSS, and HTML codes. • Conduct product analysis tasks. • Connect with other team members, such as UX designers, project managers, and back-developers to deliver quality work. • Analyze and resolve debugging issues in the application code to maintain the sustainability of the application. • Proficiency in JavaScript, TypeScript, Angular (v6 and above), HTML, and CSS. • Manage all code compliance with respect to the standards set by the company. • Coordinate with the backend team to create, test and execute code that merges with live streams and API endpoints.
19	Technical Project Manager	<p>Qualifications: The resource should have at least MCA / B.E / B. Tech from a recognized university or institution</p> <p>Required Experience: 15 years or more</p> <p>Desirable: The resource should have at least 2 years of experience working in the Govt. Health IT projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • Extensive experience with Solution and Technology Architecture and technical projects handling. • Conceptualize and design the software architecture for different Application & portals. Lead the Solution Design process, collaborating with technical architects and business stakeholders to define the overall architecture and technical solution. Ensure that the designed solutions meet business needs, are scalable, cost-effective, and are built on modern technologies and best practices • Assist the development team in understanding new requirements and developments for these portals • Support the design of software architecture for new requirements as per the Client need. • Guide development teams to adhere to best practices and ensure quality implementation. Lead, motivate, and mentor cross-functional teams (including developers, designers, QA, and other technical staff) to achieve project goals. • Address security, scalability, and performance concerns in portal integrations • Create and maintain architectural documents and provide regular updates • Gather and understand business and technical requirements from stakeholders, particularly for portals like aggregator health portal • Work closely with internal teams, vendors, and third-party providers wherever required to ensure the solution meets business needs and technical goals.

		<ul style="list-style-type: none"> Participate in meetings and workshops to understand business requirements and translate them into effective technical solutions. Oversee project timelines, deliverables, and resource allocation, ensuring alignment with business objectives and expectations. Manage risks and resolve issues proactively, ensuring smooth execution of technical solutions. Ensure timely delivery of the solution while maintaining high standards of quality and compliance with industry regulations.
20	Product Manager	<p>Qualifications: The resource should have done MBA & B.E / B. Tech from a recognized university or institution.</p> <p>Required Experience: 10 years or more</p> <p>Desirable: The resource should have at least 5 years of experience working in the Govt. Health IT projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> Responsible for managing & maintaining the Product Lifecycle. Requirement gathering with Stakeholders on various Health related IT portals Provide high quality, on-time input to client projects in the digital health field and be the bridge with the public health experts Assignments range in complexity from basic analysis and problem solving to assisting in the development of more complex solutions Coordinate with technology teams for Product features Engage with clients to understand their Product needs, challenges, and goals. Provide tailored recommendations on Product features and functionality based on the assessment Solution Development: Design, document, and present solutions, and proposals to clients. Collaborate with internal teams to create detailed product roadmaps. Technical Support: Offer ongoing technical support to clients, addressing issues related to Products Maintain accurate records of client interactions, product details, and IT solutions. Create comprehensive documentation for clients' reference. Provide support related to IT solutions within the scope of the project requirements. <p>Collaborate across divisions for discussion related to various programs needs on Product solutions.</p>
21	Senior Consultant Engineering	<p>Qualifications: The resource should have at least MCA/ B.E/ B.Tech from a recognized university or institution</p> <p>Required Experience: 13 years or more</p> <p>Desirable: The resource should have at least 1 year of experience working in the Govt. health IT projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> Strong technical expertise and recommend for new technologies and frameworks. Implement and maintain different pipelines to streamline deployment processes. To develop and implement new features as per the requirement received from Client Ensure project/tasks delivery meet quality and timeline constraints. Identifying areas of modification in existing projects and subsequently developing these modifications. Troubleshoot and resolve technical challenges. Examine and identify database structural necessities Monitor the system performance by performing regular tests, security guidelines & troubleshooting. Addressing the issues faced by the users and provide technical solutions to resolve the issues. To prepare reports, system architecture and documentations for new implementations as per the requirement. Develop and maintain APIs to support application functionality. Helping the program team to provide development support from backend

		<ul style="list-style-type: none"> Responsible for helping team to streamline and optimize Reports
22	Sr. Lead Business Engineering	<p>Qualifications: The resource should have done MBA & B.E/B.Tech from a recognized university or institution</p> <p>Required Experience: 12 years or more</p> <p>Desirable: The resource should have at least 6 years of experience working in the Govt. health projects at National level. The candidate should have at least 3 years of experience in drug procurement/logistics and supply chain management in national health programs</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> To understand business requirements for the upgrade of the existing IT portals and communicate the same to development team and ensure delivery within project timelines. To assist business reengineering in processes and procedures in the IT Applications leading to optimum program outputs. To liaise with various stakeholders of Client & their program division and understand the requirements for developing guidance to new Applications and communicate the same to the development team To conduct feasibility study for integration of the existing portals with other portals at National/State level To support on the creation of the project documents i.e. BRD (Business Requirement Document), FRS (Functional requirement specification) for various portals. To ensure complete roll-out of web version and Pilot roll-out of mobile application for different projects To provide regular update to the stakeholders via proper documentation (Reports/presentations) and meetings. To provide support to program division on any information/data required from the various portals To provide operational support to State/Districts regarding issues with various web portals and mobile application. To provide training and capacity building to states/district stakeholders whenever required. To provide leadership to the team, plan team activities and responsible for deliverables of required output. <p>To understand the drug procurement/logistics and supply chain management in national health programs.</p>
23	Full Stack Developer	<p>Qualifications: The resource should have at least MCA/B.E./B. Tech from a recognized university or institution</p> <p>Required Experience: 8 years or more</p> <p>Desirable: The resource should have at least 4 years of experience working in the Govt. health projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> Develop, enhance, and maintain features for the various portals Write clean, efficient, and well-documented PHP (CodeIgniter/Laravel) and React code Ensure integration of APIs and third-party services for seamless data exchange between systems Design and implement scalable, secure, and high-performance solutions for new features and enhancements Ensure data integrity, security, and compliance with government IT standards Debug and resolve software defects, security vulnerabilities, and performance bottlenecks Manage code using Git/GitHub/GitLab and follow version control best practices Implementation of IT software architecture as per project requirements Work closely with developers, architects, and project managers to understand the project's vision Ensure the usage of best practices in software development, including

		<p>modular design, reusable components, and performance optimizations</p> <ul style="list-style-type: none"> • Ensure adherence to data security and privacy policies as per government IT standards • Design and manage databases (MySQL) including queries, indexing, and performance tuning
24	Full Stack Developer	<p>Qualifications: The resource should have at least MCA/B.E./B. Tech from a recognized university or institution</p> <p>Required Experience: 7 years or more</p> <p>Desirable: The resource should have at least 2 years of experience working in the Govt. health projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • Develop & Maintain APIs: Build and optimize Restful APIs using PHP (Laravel / CodeIgniter) for seamless frontend-backend communication • Database Management: Design and manage databases (MySQL) including queries, indexing, and performance tuning • Server-Side Logic: Implement business logic, authentication (JWT, OAuth), security best practices (SQL injection, XSS protection) • Third-Party Integrations: Integrate third-party services like payment gateways (Stripe, PayPal), cloud storage (AWS, Firebase), or external APIs • Performance Optimization: Improve backend speed using caching (Redis, Memcached) and optimize PHP scripts for faster execution • Code Maintenance & Documentation: Write clean, reusable, and well-documented PHP code following MVC architecture and SOLID principles • Component Development & State Management: Develop reusable React components and manage state efficiently in React Development • API Integration & Data Handling: Integrate APIs and handle authentication, data fetching, and error handling in React • Performance Optimization & Debugging: Optimize performance, ensure security, and debug application issues in React • Deployment & Code Management: Manage version control, deployment, and maintain clean, scalable code
25	Quality Engineer	<p>Qualifications: The resource should have at least MCA/B.E./B. Tech from a recognized university or institution</p> <p>Required Experience: 10 years or more</p> <p>Desirable: The resource should have at least 1.5 years of experience working in the Govt. health projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • Design, develop, and execute test plans for various portals • Ensure the quality and reliability of applications built on Web, Android, IOS and JavaScript (React) platforms by implementing robust testing strategies • Develop and maintain automated test scripts for functional, regression, and performance testing • Validate API integrations and third-party services to ensure seamless data exchange and compliance with system requirements • Conduct security and compliance testing to meet government IT standards and data integrity protocols • Identify, document, and track defects using issue-tracking tools, collaborating with developers for quick resolution • Optimize testing processes to enhance efficiency, scalability, and performance • Manage test cases and version control using Git/GitHub ensuring structured and traceable test execution • Ability to identify defects, analyze root causes, and collaborate with cross-functional teams to drive process improvements and enhance product quality.

26	DevOps	<p>Qualifications: The resource should have at least MCA/B.E/B.Tech from a recognized university or institution.</p> <p>Required Experience: 11 years or more</p> <p>Desirable: The resource should have at least 2 years of experience working in the Govt. health projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • Designing, deploying, and managing cloud/VMware infrastructure • Implementing Infrastructure as Code (IaC) using Terraform, CloudFormation, or ARM templates • Building and managing Continuous Integration/Continuous Deployment (CI/CD) pipelines and Using tools like Jenkins, GitHub Actions, GitLab CI/CD, and AWS/Azure/GCP DevOps • Deploying applications using Docker containers and managing containerized workloads with Kubernetes (EKS, AKS, GKE) and monitoring and scaling containerized applications efficiently • Setting up monitoring solutions like Prometheus, Grafana, CloudWatch and implementing log aggregation with ELK stack, ensuring system reliability through proactive monitoring and alerting • Implementing security best practices in cloud environments and managing identity and access control (IAM roles and Secrets Management) • Staying updated with the latest DevOps trends and cloud services and exploring new tools for automation, security, and performance optimization and adopting AI/ML in DevOps
27	DBA	<p>Qualifications: The resource should have at least MCA/B.E/B.Tech from a recognized university or institution</p> <p>Required Experience: 6 years or more</p> <p>Desirable: The resource should have at least 2 years of experience working in the Govt. health projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • To support the development team in understanding the new developments for the various portals to conceptualize and design database • Writing and optimizing complex SQL queries. • Create and manage triggers to enforce business rules at the database level and automate repetitive tasks (e.g., logging data changes, updating audit trails, or maintaining data integrity). • Database optimization to improve performance, security, and integration of applications • Seamless digitization and consolidation of data across various programs for better accessibility and efficiency • Ensuring secure, high-performance database structures to support real-time reporting, analytics, and decision-making • Strong skills in implementing data backup and recovery strategies, as well as ensuring database security and compliance with industry standards. • Expertise in database installation, configuration, performance tuning, and optimization to ensure high availability and efficient data storage. • Experience in setting up and managing MySQL replication (master-slave, master-master) and ensuring high availability using tools like MySQL Cluster or Galera Cluster. • Proficiency in planning and executing MySQL database migrations, upgrades, and version control to ensure smooth transitions and minimal downtime.

28	Cloud Architect	<p>Qualifications: The resource should have at least B.E. / B. Tech/ M.C.A from a recognized university or institution</p> <p>Required Experience: 8 years or more</p> <p>Desirable: The resource should have a minimum of 5 years of experience on implementing cloud architecture across large-scale projects</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • Design, implement, and optimize cloud infrastructure to support digital healthcare portals & applications. • Develop scalable, secure, and high-availability cloud architectures for all healthcare portals • Configure cloud services and ensure seamless API integrations across platforms • Implement security best practices, including data encryption, firewalls, and access controls in line with MoHFW standards • Monitor cloud resources, optimize costs, and enhance system performance • Establish robust backup and disaster recovery strategies <p>Implement CI/CD pipelines for automated deployment and updates</p>
29	UI Developer	<p>Qualifications: The resource should have at least B.E / B. Tech / M.C.A from a recognized university or institution</p> <p>Required Experience: 8 years</p> <p>Desirable: The resource should have at least 2 years of experience working in the Govt. health projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • Develop and maintain responsive UI components using React.js, HTML, CSS, and JavaScript to ensure a seamless user experience. Responsible for designing user-friendly UI for all devices • Implement reusable React components to improve development efficiency and maintainability across multiple projects. Optimize the website speed and response time of UI • Optimize website performance, reducing load times and improving responsiveness through code-splitting, lazy loading, and efficient state management • Ensure cross-browser compatibility and mobile responsiveness to deliver a consistent experience across various devices and screen sizes • Integrate APIs and third-party services to enhance website functionality and data exchange • Collaborate with UX designers and backend developers to translate designs into functional web applications • Utilize modern CSS frameworks (Bootstrap, Tailwind CSS) and preprocessors (SCSS) to streamline styling and improve design consistency • Implement form validation and error handling to enhance user input accuracy and usability • Debug and resolve UX issues, ensuring a smooth and error-free user experience • Use version control systems (Git, GitHub) for efficient code collaboration and tracking

30	UI/UX Designer	<p>Qualifications: The resource should have at least Bachelor's degree in Design, Human-Computer Interaction (HCI), Graphic Design, Computer Science, or a related field.</p> <p>Required Experience: 11 years or more</p> <p>Desirable: The resource should have at least 2 years of experience working in the Govt. health projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> User Research & Analysis Information Architecture & User Flow Design <ul style="list-style-type: none"> Organize content and features to create intuitive navigation structures Design sitemaps and user flows for clear and efficient task completion Ensure logical hierarchy and easy accessibility of information Wireframing & Prototyping <ul style="list-style-type: none"> Create low-fidelity wireframes to outline basic layouts and interactions Design interactive prototypes for user testing and stakeholder presentations Low-fidelity wireframes showcasing layout and structure UI Design & Visual Elements <ul style="list-style-type: none"> Design visually appealing user interfaces consistent with MoHFW guidelines Develop design systems, including color schemes, typography, and component libraries Create icons, graphics, and animations to enhance user experience Interaction Design <ul style="list-style-type: none"> Design micro-interactions and animations to enhance user engagement Prototype transitions and dynamic elements for better usability Ensure consistent interaction patterns across platforms and devices Usability Testing & Feedback Analysis <ul style="list-style-type: none"> Conduct usability testing sessions with target users Collect and analyze feedback to identify usability issues Iterate designs based on testing insights and stakeholder feedback Usability testing reports with key findings and recommendations Design iteration documentation and change logs Improved prototypes based on user feedback Collaboration & Communication <ul style="list-style-type: none"> Collaborate with product managers, developers, and stakeholders Present design concepts and rationale to cross-functional teams <p>Ensure design feasibility and implementation consistency with developers</p>
32	Hybrid Mobile Developer (3 in nos.)	<p>Qualifications: The resource should have at least B.E / B. Tech / M.C.A from a recognized university or institution</p> <p>Required Experience: 8 years or more</p> <p>Desirable: The resource should have minimum 5 years of experience in hybrid mobile frameworks like Flutter, React Native</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> Write clean, efficient, and well-documented Flutter / React Native or relative code for Android and IOS as per the requirement Ensure integration of APIs and third-party services for seamless data exchange between systems Design and implement scalable, secure, and high-performance solutions for new features and enhancements Ensure data integrity, security, and compliance with government IT standards Debug and resolve software defects, security vulnerabilities, and performance bottlenecks <p>Manage code using Git/GitHub/GitLab and follow version control best practices</p>

32	Analytics Engineer	<p>Qualifications: The resource should have at least B.E / B. Tech / M.C.A from a recognized university or institution</p> <p>Required Experience: 1 year or more</p> <p>Desirable: Quality analytics and new generation tools and understanding of AI/ML based products & experience in AI/ML</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • Data Engineering: Build real-time and batch data pipelines • AI/ML: Create comprehensive documentation for data pipelines, dashboards, AI/ML models, and processes • Build, train, and deploy models for predictive analytics (e.g., patient outcomes, resource optimization) • Visualization: Develop interactive dashboards using Power BI or Tableau • ETL Management: Design and manage data extraction, transformation, and loading workflows • Monitoring & Automation: Track data performance and automate processes • Data Integration: Collaborate with backend and cloud teams for seamless integration • Security & Compliance: Ensure adherence to data security and privacy protocols • Documentation: Maintain detailed records of data workflows • Work with the IT team, participate in agile ceremonies, and provide regular progress updates
33	React Developer (2 in nos.)	<p>Qualifications: The resource should have at least B.E / B. Tech / M.C.A from a recognized university or institution</p> <p>Required Experience: 8 years or more</p> <p>Desirable: Experience working in Govt IT Projects at National level</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • Build responsive interfaces and reusable components using React • Implement secure Single Sign-On (SSO) and integrate APIs for real-time data exchange • Manage state with Redux or Context API and optimize performance • Conduct testing with Jest and React Testing Library, and maintain technical documentation • Work with the IT team, participate in agile ceremonies, and provide regular progress updates • Ensure data integrity, security, and compliance with government IT standards • Debug and resolve software defects, security vulnerabilities, and performance bottlenecks <p>Manage code using Git/GitHub/GitLab and follow version control best practices</p>
34	GIS Developer	<p>Qualifications:</p> <ul style="list-style-type: none"> • The resource should have completed B.E/B. Tech in Computer Science, Geographical Information Systems (GIS), or a related field from a recognized university or institution. • The resource should have completed a Master's degree in Geospatial Technologies, Computer Science, or a related discipline (MBA or relevant advanced qualifications are desirable but not mandatory). • The resource should have a proven background in Java development, GeoServer management, and Leaflet integration. <p>Required Experience: 5-7 years of experience in GIS development, including hands-on experience with GeoServer, Leaflet, Java, and GIS Data Management.</p> <p>Desirable:</p> <ul style="list-style-type: none"> • The resource should have at least 3-5 years of experience working with GeoServer and web mapping technologies (such as Leaflet, WMS, WFS). • The resource should have experience working with PostGIS or other spatial databases in handling geospatial data.

		<ul style="list-style-type: none"> • Experience in developing GIS-based web applications and backend Java services will be an added advantage. • Knowledge of cloud-based GIS solutions <p><u>Skills/ Scope of Work:</u></p> <p>GeoServer Integration and Management:</p> <ul style="list-style-type: none"> • Set up and configure GeoServer to provide WMS, WFS, and WCS services for geospatial data. • Manage and optimize GeoServer for efficient delivery of geospatial data in a production environment. • Implement and maintain integration between GeoServer and external geospatial data sources (e.g., PostGIS). <p>Web Mapping Application Development:</p> <ul style="list-style-type: none"> • Develop interactive web maps using Leaflet and integrate GeoServer WMS/WFS layers to visualize geospatial data. • Customize Leaflet for specific functionalities such as search, draw tools, data filters, and data overlays. • Ensure the web maps are responsive and provide a seamless experience on mobile and desktop devices. <p>Java Backend Development:</p> <ul style="list-style-type: none"> • Design and implement RESTful APIs using Java (e.g., Spring Boot) to communicate with GeoServer and provide geospatial data to frontend applications. • Handle spatial data processing, analysis, and query optimization using PostGIS or spatial databases. • Ensure that backend services meet performance, scalability, and security requirements. <p>Geospatial Data Management:</p> <ul style="list-style-type: none"> • Manage geospatial datasets in various formats (GeoJSON, Shapefiles, KML, GML) and ensure their availability for GeoServer and web mapping applications. • Automate data ingestion processes and ensure the integrity and accuracy of spatial data. <p>Stakeholder & Client Engagement:</p> <ul style="list-style-type: none"> • Client Consultation: Engage with clients to understand their IT needs and geospatial challenges. Provide tailored GIS solutions based on the assessment. • Solution Development: Design, develop, and present GIS strategies, solutions, and proposals to clients. • Project Implementation: Oversee the implementation of GIS projects, ensuring adherence to timelines, budgets, and quality standards. • Documentation: Maintain accurate records of client interactions, project details, and GIS solutions. Create comprehensive documentation for clients' reference. <p>Collaboration & Team Management:</p> <ul style="list-style-type: none"> • Collaborate with frontend developers, GIS specialists, and product managers to define functional requirements and implement features in GIS applications. • Lead the allocation of resources to ensure smooth operations and quality delivery of GIS solutions.
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		<ul style="list-style-type: none"> • Coordinate with internal teams and external stakeholders to ensure the successful development and deployment of GIS-based solutions. • Make decisions related to GIS strategies and technologies within the scope of project requirements and budget constraints. • Collaborate with stakeholders across divisions to discuss ongoing projects and future initiatives related to GIS.
35	Full Stack Developer	<p>Qualifications: The resource should have at least MCA/B.E./B. Tech from a recognized university or institution</p> <p>Required Experience: 5 years or more</p> <p>Desirable: The resource should have at least 2 years of experience working in the Govt. health projects at National level.</p> <p>Skills/ Scope of Work:</p> <ul style="list-style-type: none"> • Develop & Maintain APIs: Build and optimize Restful APIs using PHP (Laravel / CodeIgniter) for seamless frontend-backend communication • Database Management: Design and manage databases (MySQL) including queries, indexing, and performance tuning • Server-Side Logic: Implement business logic, authentication (JWT, OAuth), security best practices (SQL injection, XSS protection) • Third-Party Integrations: Integrate third-party services like payment gateways (Stripe, PayPal), cloud storage (AWS, Firebase), or external APIs • Performance Optimization: Improve backend speed using caching (Redis, Memcached) and optimize PHP scripts for faster execution • Code Maintenance & Documentation: Write clean, reusable, and well-documented PHP code following MVC architecture and SOLID principles • Component Development & State Management: Develop reusable React components and manage state efficiently in React Development • API Integration & Data Handling: Integrate APIs and handle authentication, data fetching, and error handling in React • Performance Optimization & Debugging: Optimize performance, ensure security, and debug application issues in React • Deployment & Code Management: Manage version control, deployment, and maintain clean, scalable code