A & L Information Technology PLC

Company Profile and Manpower

BusinessTYC

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COMPANY PROFILE

Name	A & L Information Technology PLC
Address	Nifas Silk Lafto Sub City, W12, Addis Ababa, Ethiopia.
Contact	Alula Kibrom, Leul Dengia
Telephone	+251 114710519, +251911553547, +251912000013
Fax	+251 114710508
P.O.Box	5792
Email	alula.k@businesstyc.com, leul.d@businesstyc.com
Website	www.businesstyc.com

A&L Information Technology PLC is a unique technology company that nurtures local business demands and turns them into tech successes. Our dynamic, vibrant and innovative staff has both the flair of youth and the experience of professionals acquired by working at local tech giants like INSA and CNET. Our company has developed solutions that could answer the needs of marginalized society, using SMS and USSD, that would either wise be unreachable. A&L has developed and worked on crucial systems and projects. We offers specialized products and services in software development and information security with deep business know-hows in finance, human resource, logistics etc. Furthermore our company is also the leading firm here in Ethiopia in providing and helping companies use Software as a Service or cloud computing.

Besides the software development services and products we provide exceptional hardware and software integration. Especially our experience with integrating and installing biometrics, barcode, RQ Code, cash register, video surveillance and get securities with third party and BusinessTYC applications makes us exceptional.

Products and Service like Gojeb has just started implementation based on our experience with SMS and USSD code applications. We hope Gojeb would reach farmers and pastoralist that are major contributors of Ethiopian economy.

Our news aggregating service, called Ajebnew, supports enterprises to monitor and follow up their PR and communications with the public. Besides enterprises Ajebnew is a place of Ethiopian news based networking site where our users can follow and un-follow local news sources, blogs and even writers so as to streamline their personal experience.
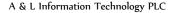
BUSINESSTYC

BusinessTYC is a set of application software developed by a team of experts at A & L information technology PLC. The system is developed as separable units of an ERP to answer the unique local requirements of Ethiopia.

Objectives

Our objectives is to compete with the present ever dynamic global IT business and be at the forefront of our countries endeavor to leverage ICT. **This includes**

- Improving the current struggling sector of ICT in Ethiopia to the level where the developed countries reached today;
    - Provide unique and custom applications in the cloud, web and mobile to solve local business needs that improves the lives of the society,
    - Provide easy integration of local applications with various sets of hardware such as barcode readers, attendance machines, security surveillance systems and other access controlling hardware systems,
    - Develop and provide a framework to enable local developers to easily develop an application,
    - Develop and provide a scalable and reliable business network so that customers and suppliers could be networked,
    - Provide sufficient education and reinforcement in order to bridge lack of technical understanding in projects,
    - Take part or lead major researches in ICT to leverage it in poverty reduction and development,
- Provide professional, reliable and efficient services and solution on hardware, software and system implementation;
- Work with Telecom Service Provider to fill in gap in Value Added Services (VAS). Hence solving availability and reachability of information,
- Strive to make information available to marginalized society members,
- Provide standard website design by introducing modern design principles,
- Provide a marketing and ad network that analyses and responds to Ethiopian contents in different languages, which includes Amharic, Oromiffa, Tigrigna etc
- Consult organization in the development and transition of business process to information technology systems,
- Consult organization in the business-Information technology alignment,
- Installation and configuration of an organizational network and train staffs to make them able to manipulate and administer the network;

- Full system study analysis and customization of a given company activity.

Expertise

In order to attain its objective A&L Information Technology PLC acquired qualified and talented engineering and IT professional integrated as a team of its endeavor in BusinessTYC, Ajebnew and its projects. These advanced and skilled experts include:-

- Software Engineers,
- System Analyst,
- UI/UX Designers,
- Certified Networking Professionals,
- Web-based Application Developers,
- Database Designers.

MAIN PRODUCTS AND SERVICES:

TYC BOOKS

A simple accounting package that is built for small and medium business enterprises in Ethiopia. Companies who have started using this software have benefited from its secured and intuitive design. It automatically takes care of reporting demands from Auditors, Ethiopian Revenue and Customs Authority and facilitates payment processes.

TYC INVENTORY

In a business world where stores and warehouses are miles away a professional system like TYC Inventory to handle your inventory is a must. TYC inventory is comprehensive application to manage large stocks, stores and their movements.

B-PULSE ACCESS CONTROLS

B-pulse is our electronic access control systems for hotels, guest house and modern homes integrated with software developed at A&L. This system includes intelligent proximity door locks, light switches, TV and AC that are managed with a smart card and an application developed by our staffs.

GOJEB

Gojeb is Value Added Service that answer critical information for farmers and pastoralist in planning, harvesting and selling their products. It answers the lack of information and consequently lack of fair

trade for farmers and pastoralists. Gojeb uses SMS codebase called RapidSMS and USSD codes. This makes sure farmers can assess valuable information using simple phones.

AJEBNEW

This is our side project that we hope would organize a scattered Ethiopian content. Ajebnew is location sensitive content aggregator based networking site that encourage local sources. The site enables users to vote different contents from around the net and rank them using an algorithm called ajeb rank. www.ajebnew.com is enriched with different news, stories, blogs and videos every minute.

MAIN SERVICES:

SAAS

A&L is the first company in Ethiopia that is pushing to implement SAAS (Software as a Service) for its customers. Our company's products (listed above), can function is a desktop computer, in LAN or in the internet. Once the software is implemented online all the management headaches would be ours, freeing the customer to focus on their actual business.

SYSTEM ANALYSIS, DESIGN AND DEVELOPMENT CONSULTANCY

Systems analysis, design and development of ERP, CRM, balanced scorecard, performance management, infrastructure security services and business intelligence systems.

WEBSITE DESIGN AND DEVELOPMENT

Design is at the core of our principles and endeavors. As a result, the website design and development projects we have completed has shown tremendous qualities that are very rare in our country.

PLANNING AND IMPLEMENTATION

Planning and implementation of already developed ERP, CRM, balanced scorecard, performance management, security services and business intelligence. We advocate implementation of open source system.

SUPPORT AND MAINTENANCE:

A & L Information Technology PLC has a dedicated program for customer development. At the center of this program is a committed support and maintenance team. Hence customers who use TYC products are endowed with continue support and maintenance service from A&L.

AJEBNEW AD NETWORKS

Through our ajebnew indexer, already growing and vast database of Ethiopian websites we are able to identify, locate and post advertisements in www.ajebnew.com and other sites too. Ajebnew has already the largest number of news based social network users in the country. The site is visited by thousands of users daily enabling it to become a large Ethiopian online AD Network.

COMPANY EXPERIENCE

A&L Information Technology PLC has already strived in its long path to triumph by completing and experiencing a number of small and large scale software development projects. Some of our recent projects are listed below.

No.	Customer Name	Project Name	Amount	Status	Reference	
					Contact person	**Address**
1	African Union Peace and Security Department	Design and Development of AU PSD web portal and document management system.	280,000.00	Completed	Mr Tchioffo Kodjo Gael – Head of Web Communications Mob +251922174898 tkodjo@gmail.com	Addis Ababa, Ethiopia www.peaceau.org
2	African Solidarity Initiative, Under African Union Commission	Consultancy, design and development of the ASI web portal.	150,000.00	Completion	Rohey Janha Ayegbajeje ASI Communication Department Head Roheyja@african-union.org	Addis Ababa, Ethiopia www.asi.peaceau.org/ASI/
3	The African Beat LLC	Design and Development of travel web portal called Back Packing Africa for Beginners and MzunguTribe forum and events management.	210,000.00	Completed	Ms Valerie Bowden – Head of Web Communications Mob +251 929 350212 valeriegbowden@gmail.com	Addis Ababa, Ethiopia www.backpackingafricaforbeginners.org
4	The Ethiopian Evangelical Church	Studying, design, implementation and deployment of a Web based	520,782.88	Completed	Ato Wondimu – ICT Director	P.O.Box 46, Arba Minch, Ethiopia.

	Mekane Yesus. South West Synodos	human resource and inventory management systems called BusinessTYC personnel and BusinessTYC Inventory and student registrar system			Mob: +251 911425800 wendimulb@hotmail.com	Tel: 0468-810400 Fax: +251468-810 460
5	The Ethiopian Evangelical Church Mekane Yesus. South West Synodos	Implementation of Gojab, a RapidSMS based applications for Farmers and pastoralist, in Somali and Amhara Region.	-	Started	Ato Wondimu – ICT Director Mob: +251 911425800 wendimulb@hotmail.com	P.O.Box 46, Arba Minch, Ethiopia. Tel: 0468-810400 Fax: +251468-810 460
6	Takacon Business Pvt. Ltd. Co.	Studying, design, implementation and deployment of Web based project management, human resource management, customer relation management and inventory management called BusinessTYC	172,543.88	Completed	Ato Tadesse Ketema – General Manager Mob: +251 911522216 +251 912506980	P.O.Box 342, Addis Ababa, Ethiopia. Tel: +251 116 290 653 Fax: +251 116 290 654 info@takacongroup.com www.takacongroupcom
7	Yichalal Construction Materials Production and Maintenance Pvt.Ltd. Union	Web based human resource, fixed asset and finance information management systems design, implementation and deployment.	113,079.00	Completed	Ato Shimeles – General Manager +251 911600190	
8	CompuNet PLC	Design and implementation of a web based inventory management information system.	114,871.00	Completed	Ato Abdu Hassen – General Manager +251 911219623	

#	Client	Description	Amount	Status	Contact	Address
					Abdu.hassen@gmai.com	
9	Fanos Trading PLC	Studying, design, implementation and deployment of a web based human resource and inventorymanagement systems called BusinessTYC personnel and BusinessTYC Inventory.	112,876.00	Completed	Ato Eyuel – ICT director Mob: +251 911462281 Eyu200@gmail.com	Stadium Infront of Betezata, A.A, Ethiopia. Tel: +251-911462281
10	AS Construction Technical and Vocational Training Institute	Web based student registrar, grading and scheduling system.	178,902.00	Ongoing	Ms Tigist Yaregal – Principal Mob:-0912276007	Nifas Silk KK, Jummo No2 In front of Hope University Tel:- +251-114345677
		OUTSOURCED PROJECTS FROM OUR PARTNERS				
1	Mulmul Bakery via Eldix IT Technologies PLC	Application to track and run the day to day business in Mulmul Bakeries which are scattered throughout the city. The application includes Recipe Management, Inventory, Sales and real time attendance controlling.	93,307.00	Ongoing	Ato Biruk Hailu – G/Manager & Senior UI/UX Designer at 360Ground | Eldix IT Technologies PLC Mob: +251 911 343797 Off: +251 116 611 954 biruk@360ground.com	Around 22, Rewina Bld. www.360ground.com

2	Tana Engineering PLC via Eldix IT Technologies PLC	A web and cloud based **application** to monitor, track and control selling, installation and maintenance Sheindler's elevators throughout the city.	226,000.00	Completed	Ato Biruk Hailu – G/Manager & Senior UI/UX Designer at 360Ground | Eldix IT Technologies PLC Mob: +251 911 343797 Off: +251 116 611 954 biruk@360ground.com	Around 22, Rewina Bld. www.360ground.com
3	CoDa, a joint initiative of African Development Bank (AfDB), the UN Economic Commission for Africa (UN ECA), and African Union Commission (AUC)	A web and cloud based document management application. www.codainaction.org	645,987.00	Completed	Ato Biruk Hailu – G/Manager & Senior UI/UX Designer at 360Ground | Eldix IT Technologies PLC Mob: +251 911 343797 Off: +251 116 611 954 biruk@360ground.com	Around 22, Rewina Bld. www.360ground.com
		EXPERIENCE GAINED WORKING AS PROJECT MANAGER IN PREVIOUS EMPLOYERS (INSA AND CNET)				
1	Addis Ababa City Government	Studying, design, implementation and deployment of a web based Addis Ababa City Government House beneficiaries biometrics based registration and Lottery System	6,987,211.00		Ato Tesfaye Jaffar – ICT Director, AA City Government, +251 911 125070	City Government of A.A.

					Ato Mesfin – Head of A.A House Administration and Management +251 911 219893	
2	Amhara Regional Government Agricultural Bureau	Studying, design, implementation and deployment of a web based pastoralist information management system, Studying, design, implementation and deployment of a web based agricultural resource and material distribution system, Studying, design, implementation and deployment of a web based climate monitoring and evaluation system.			Wro Birtukan Gela – Amhara regional government ICTDA department head +251 911 Ato Bayu – Head of Amhara Regional Govern	

Table 1 List of company experience

ANNEX-2: COMPANY STAFF WITH CV

A & L Information Technology Manpower Summary

S/No	Full Name	Position	Education, Skill and Experience
1	Alula Kibrom	General Manager/Project Manager	**BSC** in **Computer Science**; **6**+ years of experience in software development including requirement analysis of complex business process automation projects, software designing of the automation projects, physical and conceptual database design, architectural design, researching, and department manager.
2	Tamrat Melese	Consultant/Project Manager	**BSC** in **Electrical Engineering**; **7+ years** of advanced experience in software development including Research & development division Head, project management, Application Security
3	Mikiyas Tadese	Programmers	**MsC** in **Information Science**; **7**+ years of experience in software development including requirement analysis, Architectural Design, User Interface design, Database design, implementation, testing and documentation with DOT NET (C#, VB), C++,JSP, JSF, ASP.NET, ASP, PHP, SQL
4	Leul Dengia	Operational Manager and Web (UI/UX) designer and developer	**BSC** in **Electrical Engineering**; **6**+ **years** of experience in software development including Architectural Design, User Interface design, System design, development and maintenance
5	Natnael Gonfa	System Analyst	**MSC** from Italy in **Computer science**; 5+years of experience in Software designing of the automation projects, Physical and conceptual database design, architectural design, Researching, and leading teams.
6	Mekanehiwot Fisseha	Programmers	**BSC** in **Software Engineering**; 5+ years of experience in software development including requirement analysis, Architectural Design, User Interface design, Database design, implementation, testing and documentation with DOT NET (C#, VB), C++,JSP, JSF, ASP.NET, ASP, , SQL

Table 1 A&L Info Tech PLC Manpower

1. ALULA KIBROM

Curriculum Vitae	
Personal information	
First name(s) / Surname(s)	**Alula Kibrom**
Address(es)	853, Sar Bet, 101233 c/o Birehanu, Addis Ababa, Ethiopia
Telephone(s)	+251 1144710519 Mobile: +251913074350/+251911 55354
Fax(es)	
E-mail	Alula.k@businesstyc.com, altsyset@gmail.com, k_alula@yahoo.com
Nationality	Ethiopian
Date of birth	18/06/1987
Gender	Male
Desired employment / Occupational field	**Application Development**
Work experience	
Dates	11/09/2007 – 4/11/2008
Occupation or position held	Instructor
Main activities and responsibilities	Teaching and training, Preparation of teaching manuals, Preparation of exams.
Name and address of employer	Entoto Technical and Vocational Education and Training College (ETVETC)/ Addis Ababa, Ethiopia/ P.O.Box:1033/ Tel: 251-11-123876570/ Website: www.entototvetc.edu.et
Type of business or sector	Education
Dates	11/11/2008 – 10/04/2014
Occupation or position held	Programmer/ System Analyst

Main activities and responsibilities	• Requirement analysis of complex business process automation projects, Software designing of the automation projects, • Physical and conceptual database design, • Database design of the automation projects, • Implementation (interface designing and programming in java/JSF) of the automation projects, • Document requirement analysis and system design using MS Office Visio/ Rational Rose and NetBeans, Design system workflows, • Preparation of help manuals for the automation projects, • Participates in preparing test plans, Acceptance test plans, • Participates in Integration and Acceptance Testing, • Participates in architectural design of the automation projects. • Researching, and leading teams.
Name and address of employer	INSA(Information Network Security Agency)/ Addis Ababa, Ethiopia/ P. O. Box: 124498/Tel: 251-11-371-71-14/ Fax: 251-11-320-65-75/ Website: www.insa.gov.et/
Type of business or sector	Technology
Date	2/2/2010 – 15/05/2014
Occupation or position held	Software Developer/ Consultant
Main Activities and Responsibilities	Website design and implementation, Physical and conceptual database design, Online market analysis, System development.
Name and Address of Employer	360 Ground / Addis Ababa Wbsite: www.360ground.com
Type of business or sector	Promotion and technology
Education and training	
Dates	01/10/2004 – 07/07/2007
Title of qualification awarded	B.Ed.(Bachelor of Education)
Principal subjects	Computer Science and Information Technology
	Adama University Website: www.adama-university.net
Level in national or international classification	Higher Education
Date	30/09/2011 – 19/10/2011
Title of qualification awarded	System Integrator

Principal Subjects	Software Architecture and Integration CSS & Ca Software Technology Co. Beijing, China. http://www.css.com.cn/swordcms/enpublish/entheme/static/main/index.htm
Level in nation or international classification	Recognized Technology Certification
Others	PRINCE 2 Project Management Training in Dubai, UAE
	Biometrics Security Training at Fulcrum, Haryana, India ERP and SIS (Student Information System) training at Alience Technologies, Nairobi, Kenya.

Personal skills and competences	

Mother tongue(s)	**Amharic**				
Other language(s)	**Understanding**		**Speaking**		**Writing**
	Listening	Reading	Spoken interaction	Spoken production	
English	Excellent	Excellent	Excellent	Excellent	Very Good

Organisational skills and competences	Excellent project management skills: Working with Project Management Software (MS Office Project) Excellent communication skills, Excellent persuasion skills.

- Project manager: youth action for development association, the project was publishing a book in titled 'youth guide'
- Department Head: I am currently a team leader of software engineers and project manager of software integrated business process department.

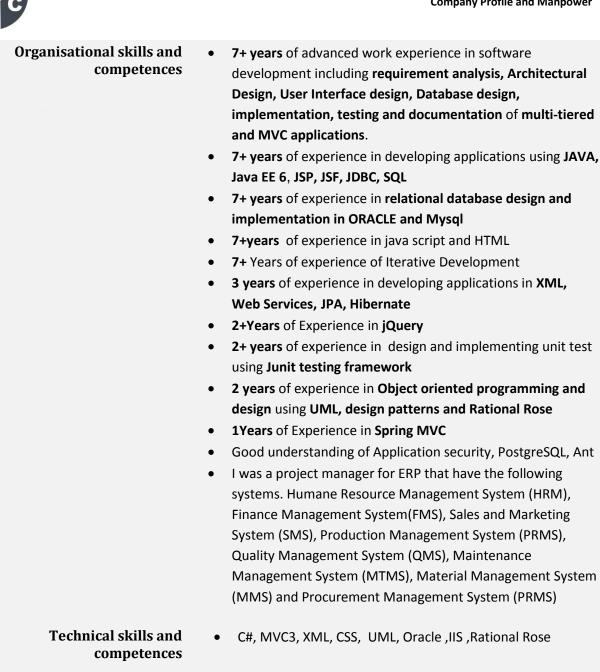| Technical skills and competences	- Working with Adobe software suites (self-taught while developing websites), - Website design using Joomla (self-taught while developing websites), - Working with design patterns (acquired INSA), - MySql Database; Design, installation, configuration, administration and tuning (acquired INSA), - Oracle Database 10g and 11g; Design, installation, configuration, administration, and tuning (acquired INSA), - PL/SQL (acquired INSA), - Excellent database designing skills of the huge projects (acquired INSA), - Programming in C++, java/JSF and PHP (acquired INSA), - Excellent teaching, interaction, motivation skills (acquired in ETVETC), - Requirement analysis, system design and documentation using MS Office Visio/ Rational Rose and NetBeans acquired in , - Developing and deploying enterprise applications with NetBeans and Glassfish. - Configuring and working with SVN Server, - Configuring and working with Bugzilla.

Driving licence	No

2. TAMRAT **MELESE**

Curriculum Vitae			
Personal information			
First name(s) / Surname(s)	**Tamrat Melese Baruda**		
Address(es)	Addis Ababa, Ethiopia		
Telephone(s)		Mobile:	251911351191
Fax(es)			
E-mail	tamrat@gmail.com		
Nationality	Ethiopian		
Date of birth	May 15, 1983 G.C		
Gender	Male		
Desired employment / Occupational field	**Application Development and Project management**		
Work experience			
Dates	11/01/2009 – 10/04/2014		
Occupation or position held	Programmer/ System Analyst		

Main activities and responsibilities	• Working on Iterative Development Environment
	• To write clean and healthy structured, well documented code.
	• Developing new pages, features and APIs that would add up to the efficiency of the product as a whole using JAVA
	• Designing Web Application and Website User Interface Using JSP, Woodstock JSF, JQuery, HTML and CSS
	• Design and build database schemas with integrity and scalability with data access layers are optimised for performance and security.
	• Implement the business and mapper tier using appropriate Design Patterns to make the product more maintainable and reusable
	• Developing Data Access Layer (DAO) and Database using **MySQL and Object Relational mapping**
	• Integrating raw customer data to the company's database using **JAVA, Excel and MySQL**
	• Report Design and implementation. Jasper Report
	• Develop Service end points to make our product consumable by other applications for business object using **Restfull services**
	• Design test cases and test planes
	• Fix bugs according to their priority and severity
	• Developing Unit test using JUnit test framework

Name and address of employer	INSA(Information Network Security Agency)/ Addis Ababa, Ethiopia/ P. O. Box: 124498/Tel: 251-11-371-71-14/ Fax: 251-11-320-65-75/ Website: www.insa.gov.et/
Type of business or sector	Technology

Education and training

Dates	2001/02 - 2005/06
Title of qualification awarded	BSC.(Bachelor of Science)
Principal subjects	Electrical Engineering
	Jimma University
Level in national or international classification	Higher Education

Personal skills and competences

Mother tongue(s)	**Amharic**		
Other language(s)	**Understanding**	**Speaking**	**Writing**

		Listening	Reading	Spoken interaction	Spoken production
	English				
		Excellent	Excellent	Excellent	Excellent

Organisational skills and competences	**7+ years** of advanced work experience in software development including **requirement analysis, Architectural Design, User Interface design, Database design, implementation, testing and documentation** of **multi-tiered and MVC applications**. **7+ years** of experience in developing applications using **JAVA, Java EE 6**, **JSP, JSF, JDBC, SQL** **7+ years** of experience in **relational database design and implementation in ORACLE and Mysql** **7+years** of experience in java script and HTML **7+** Years of experience of Iterative Development **3 years** of experience in developing applications in **XML, Web Services, JPA, Hibernate** **2+Years** of Experience in **jQuery** **2+ years** of experience in design and implementing unit test using **Junit testing framework** **2 years** of experience in **Object oriented programming and design** using **UML, design patterns and Rational Rose** **1Years** of Experience in **Spring MVC** - Good understanding of Application security, PostgreSQL, Ant - I was a project manager for ERP that have the following systems. Humane Resource Management System (HRM), Finance Management System(FMS), Sales and Marketing System (SMS), Production Management System (PRMS), Quality Management System (QMS), Maintenance Management System (MTMS), Material Management System (MMS) and Procurement Management System (PRMS)
Technical skills and competences	C#, MVC3, XML, CSS, UML, Oracle ,IIS ,Rational Rose
Driving licence	YES

Table 2 CV-Tamerat Melese

3. KILILU TAMENE

Curriculum Vitae	
Personal information	
First name(s) / Surname(s)	**Mikiyas Tadele**
Address(es)	Addis Ababa, Ethiopia
Telephone(s)	Mobile: 251922526714
Fax(es)	
E-mail	mikiyabelaw@gmail.com
Nationality	Ethiopian
Date of birth	06/16/1984
Gender	Male
Desired employment / Occupational field	**Application Development**
Work experience	
Dates	11/08/2009 – 10/04/2014
Occupation or position held	Programmer/ System Analyst
Main activities and responsibilities	• Requirement analysis of complex business process automation projects, Software designing of the automation projects, • Physical and conceptual database design, • Database design of the automation projects, • Implementation (interface designing and programming in java/JSF) of the automation projects, • Document requirement analysis and system design using MS Office Visio/ Rational Rose and NetBeans, Design system workflows, • Preparation of help manuals for the automation projects, • Participates in preparing test plans, Acceptance test plans, • Participates in Integration and Acceptance Testing, • Participates in architectural design of the automation projects. • Researching, and leading teams.
Name and address of employer	INSA(Information Network Security Agency)/ Addis Ababa, Ethiopia/ P. O. Box: 124498/Tel: 251-11-371-71-14/ Fax: 251-11-320-65-75/ Website: www.insa.gov.et/
Type of business or sector	Technology
Education and training	
Dates	2012 - 2014
Title of qualification awarded	**MsC**

Principal subjects	**Information Science**
	Addis Ababa University, August 8, 2014 (with Great Distinction)
	BsC In Computer Science, Addis Ababa University 2005- 2007
Level in national or international classification	Higher Education

Personal skills and competences

Mother tongue(s)   **Amharic**

Other language(s)	Understanding		Speaking		Writing
	Listening	Reading	Spoken interaction	Spoken production	
English	Excellent	Excellent	Excellent	Excellent	Very Good

Organisational skills and competences

Excellent project management skills:
Working with Project Management Software (MS Office Project)
Excellent communication skills,
Excellent persuasion skills.

- Project manager: youth action for development association, the project was publishing a book in titled 'youth guide'
- Department Head: I am currently a team leader of software engineers and project manager of software integrated business process department.

Technical skills and competences

- C#, MVC3, XML, CSS, UML, Oracle ,IIS ,Rational Rose

Driving licence   No

4. LEUL DENGIA

Curriculum Vitae	
Personal information	
First name(s) / Surname(s)	**Leul Dengia**
Address(es)	Addis Ababa, Ethiopia
Telephone(s)	251112580019 Mobile: 251912000013
Fax(es)	
E-mail	leuld08@gmail.com, leuld@yahoo.com
Nationality	Ethiopian
Date of birth	01/09/1986
Gender	Male
Desired employment / Occupational field	**Application Development**
Work experience	
Dates	07/08/2008 – 10/07/2013
Occupation or position held	Programmer/ System Analyst
Main activities and responsibilities	• Requirement analysis of complex business process automation projects, Software designing of the automation projects, • Physical and conceptual database design, • Database design of the automation projects (MYSQL and Oracle databases) • Implementation (interface designing and programming in java/JSF, ICEfaces, Hibernate Framework) of the automation projects, • Document requirement analysis and system design using MS Office Visio/ Rational Rose and NetBeans, Design system workflows, • Preparation of help manuals for the automation projects, • Participates in preparing test plans, Acceptance test plans, • Participates in Integration and Acceptance Testing, • Participates in architectural design of the automation projects. • Researching, and leading teams.
Name and address of employer	INSA(Information Network Security Agency)/ Addis Ababa, Ethiopia/ P. O. Box: 124498/Tel: 251-11-371-71-14/ Fax: 251-11-320-65-75/ Website: www.insa.gov.et/
Type of business or sector	Technology
Date	22/06/2013 – 10/05/2014
Occupation or position held	Software Development Department Head

Main Activities and Responsibilities	• Researching and leading teams. • System design, develop and maintain • Design of complex systems with hardware interfacing • Coordinated with project team and software developers to make sure project development is on schedule and on budget. • Investigating alternate configurations & implementing better solutions.
Name and Address of Employer	CNET Software Technologies PLC Tel: 011-5570734 , 011-5570736, Fax: 011-557-10-50
Type of business or sector	Technology (Software Company)

Education and training

Dates	01/02/2005 – 20/07/2008
Title of qualification awarded	BSC.(Bachelor of Science)
Principal subjects	Electrical Engineering Arbaminch University
Level in national or international classification	Higher Education

Personal skills and competences

Mother tongue(s)	**Amharic**				
Other language(s)	**Understanding**		**Speaking**		**Writing**
	Listening	Reading	Spoken interaction	Spoken production	
English	Excellent	Excellent	Excellent	Excellent	Very Good
Afan Oromo	Very Good	Very Good	Very Good	Very Good	Good

Organisational skills and competences	Excellent project management skills: Working with Project Management Software (MS Office Project) Excellent communication skills, Excellent persuasion skills. • Department Head: I was Software Development Department head at CNET Software Technologies PLC. Where I was responsible to design, develop, manage and maintain all software products of the company

Technical skills and competences	• Website design using PHP and Joomla (self-taught while developing websites), • Working with design patterns (acquired INSA), • MySql Database; Design, installation, configuration, administration and tuning (acquired INSA), • Oracle Database 10g and 11g; Design, installation, configuration, administration, and tuning (acquired INSA), • PL/SQL (acquired INSA), • Excellent database designing skills of the huge projects (acquired INSA), • Programming in C++, java/JSF/ICEfaces/Hibernate Framework (acquired INSA) , PHP (Self -taught), VB.net and C# (acquired CNET Software Technologies) • Requirement analysis, system design and documentation using MS Office Visio/ Rational Rose and NetBeans • Developing and deploying enterprise applications with NetBeans and Glassfish. • Configuring and working with SVN Server, • Deep know how of Sale, Production, Inventory, Human Resource , Accounting and Many Others systems (Acquired at INSA and CNET)

5. NATNAEL GONFA

Curriculum Vitae	
Personal information	
First name(s) / Surname(s)	**Natnael Gonfa**
Address(es)	Sub-City: Nifas silk Lafto, Woreda: 01, Addis Ababa
Telephone(s)	Mobile: **+251913622942**
Fax(es)	
E-mail	natnaelgonfa4@gmail.com
Nationality	Ethiopian
Date of birth	22/08/1987
Gender	Male
Desired employment / Occupational field	**Application Development**
Work experience	
Dates	Nov 2008 - Aug 2011
Occupation or position held	Programmer/ System Analyst
Main activities and responsibilities	Data gathering and requirement elicitation • Developing web based Application Software • System Analysis (Writing Requirement Analysis Document) • System Design (Writing System Design Document) • User Interface Design • Database design and writing SQL queries • Implementing the system which is JAVA Web application Project using JSF and ICEfaces frameworks. • Writing Test Case Document (Performing Unit and System Testing) • Generating Reports using Jasper report tool. • Creating Help Manual for Users • Deploying the system and give training to users. • Manage and Monitor System Performance
Name and address of employer	INSA(Information Network Security Agency)/ Addis Ababa, Ethiopia/ P. O. Box: 124498/Tel: 251-11-371-71-14/ Fax: 251-11-320-65-75/ Website: www.insa.gov.et/
Type of business or sector	Technology
Education and training	
Dates	September 2005- July 2008
Title of qualification awarded	BSC(Bachelor of Science)

Principal subjects	Information Systems with Distinction
	Addis Ababa University
Level in national or international classification	Higher Education

Date	September 2011- January 2014
Title of qualification awarded	MSc in Computer Science
Principal Subjects	Computer Science University of Trento, Italy
Level in nation or international classification	Recognized Technology Certification

Personal skills and competences

Mother tongue(s)	**Amharic**				
Other language(s)	**Understanding**		**Speaking**		**Writing**
	Listening	Reading	Spoken interaction	Spoken production	
English	Excellent	Excellent	Excellent	Excellent	Very Good

Organisational skills and competences

Excellent project management skills:
Working with Project Management Software (MS Office Project)
Excellent communication skills,
Excellent persuasion skills.

- Project manager: youth action for development association, the project was publishing a book in titled 'youth guide'
- Department Head: I am currently a team leader of software engineers and project manager of software integrated business process department.

Technical skills and competences	• Working with Adobe software suites (self-taught while developing websites), • Website design using Joomla (self-taught while developing websites), • Working with design patterns (acquired INSA), • MySql Database; Design, installation, configuration, administration and tuning (acquired INSA), • Oracle Database 10g and 11g; Design, installation, configuration, administration, and tuning (acquired INSA), • PL/SQL (acquired INSA), • Excellent database designing skills of the huge projects (acquired INSA), • Programming in C++, java/JSF and PHP (acquired INSA), • Excellent teaching, interaction, motivation skills (acquired in ETVETC), • Requirement analysis, system design and documentation using MS Office Visio/ Rational Rose and NetBeans acquired in , • Developing and deploying enterprise applications with NetBeans and Glassfish. • Configuring and working with SVN Server, • Configuring and working with Bugzilla.

Driving licence	No

6. MEKANEHIWOT FISSEHA

Curriculum Vitae	
Personal information	
First name(s) / Surname(s)	**MEKANEHIWOT FISSEHA MENGISTU**
Address(es)	Sub-City: Nifas silk Lafto, Woreda: 01, Addis Ababa
Telephone(s)	Mobile: **+251913080271**
Fax(es)	
E-mail	mekanmik@gmail.com
Nationality	Ethiopian
Date of birth	22/01/1987
Gender	Female
Desired employment / Occupational field	**Application Development**
Work experience	

Dates	May 2013- August 2014
Occupation or position held	Programmer/ System Analyst
Main activities and responsibilities	Data gathering and requirement elicitation

- Managed the development process and delivery of software applications.
- Developing new functionalities.
- Designing, developing, testing & configuring for a custom pre-authenticated scenario.

Name and address of employer	CNET Software Technologies
Type of business or sector	Technology
Date	May2011- May 2013
Occupation or position held	Software Developer/ Consultant
Main Activities and Responsibilities	Website design and implementation, Physical and conceptual database design, System development.
Name and Address of Employer	P. O. Box: 124498/Tel: 251-11-371-71-14/ Fax: 251-11-320-65-75/ Website: www.insa.gov.et/
Type of business or sector	Promotion and technology
Date	February 2010- May 2011
Occupation or position held	Software Developer/ Consultant
Main Activities and Responsibilities	Website design and implementation, Physical and conceptual database design, System development.
Name and Address of Employer	Land Software Development P.L.C
Type of business or sector	Promotion and technology

Education and training

Dates	July 2008.
Title of qualification awarded	BSC(Bachelor of Science)
Principal subjects	Computer Science

	Hawassa University				
Level in national or international classification	Higher Education				
Personal skills and competences					
Mother tongue(s)	**Amharic**				
Other language(s)	**Understanding**		**Speaking**		**Writing**
	Listening	Reading	Spoken interaction	Spoken production	
English	Excellent	Excellent	Excellent	Excellent	Very Good