
TERMS OF REFERENCE (TOR)

Position Title: Network System Administrator

Gambia Interoperability Switch Program

Position Title	Network System Administrator
Organization	Gamswitch Ltd.
Project	Gambia Interoperability Switch Program
Location	Banjul, The Gambia
Reporting to	Program Lead – Gambia Interoperability Switch Program
Duration	36 months, with possibility of extension
Salary	Competitive, based on experience

1. BACKGROUND

Gamswitch, under the directive of the Central Bank of The Gambia and its partner IIDIA, is leading the national implementation of Mojaloop – an open-source software platform for real-time payment interoperability. The Gambia Interoperability Switch Program aims to create a seamless financial ecosystem connecting banks, mobile money operators, and fintech platforms across The Gambia. To ensure the continuous availability, performance, and security of this critical national financial infrastructure, Gamswitch is seeking a qualified Network System Administrator. This role is essential to maintaining the robust and reliable network environment that underpins the Mojaloop real-time payment system.

2. OBJECTIVES OF THE ROLE

The primary objective of this role is to ensure the stable, secure, and scalable operation of the network infrastructure supporting the Gambia Interoperability Switch. The Network System Administrator will be responsible for upgrading, maintaining, and optimizing network systems to support 24/7 availability of the payment platform while adhering to applicable regulatory and security standards.

3. KEY RESPONSIBILITIES

The Network System Administrator will be responsible for:

3.1 Network Infrastructure Management

- Upgrade and maintain network infrastructure to ensure continuous 24/7 availability of the payment switch.
 - Design, configure, and manage LAN, WAN, and wireless network systems.
 - Monitor network performance and proactively address bottlenecks or failures.
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3.2 Security Implementation and Enforcement

- Implement and maintain security measures including firewalls, intrusion detection and prevention systems (IDS/IPS), and VPNs.
- Enforce security policies aligned with regulatory standards including GDPR and PSD2.
- Conduct regular security audits and vulnerability assessments of the network environment.

3.3 Bandwidth Optimization and Scalability

- Optimize network bandwidth and resource utilization to support growing transaction volumes.
- Plan and implement network scalability solutions to accommodate future expansion.
- Manage Quality of Service (QoS) configurations to prioritize critical payment traffic.

3.4 API Gateway and Connectivity Management

- Manage API gateways, VPNs, and secure data connections between system participants.
- Ensure secure and reliable connectivity for banks, mobile money operators, and fintech platforms integrated into the switch.
- Coordinate with third-party network service providers and ISPs.

3.5 Disaster Recovery and Business Continuity

- Design and implement redundant network paths and failover mechanisms to support disaster recovery.
- Develop and maintain network disaster recovery plans and conduct regular testing.
- Ensure rapid restoration of network services in the event of outages or failures.

3.6 System Monitoring and Incident Response

- Implement and manage network monitoring tools for real-time visibility into system health.
- Respond promptly to network incidents, outages, and security alerts.
- Maintain detailed incident logs and produce post-incident analysis reports.

3.7 Documentation and Reporting

- Maintain comprehensive documentation of network configurations, procedures, and topology.
- Prepare and submit monthly reports on system performance, security incidents, and mitigation strategies.
- Produce configuration change logs and maintain an up-to-date network asset inventory.

3.8 Compliance and Regulatory Adherence

- Ensure network operations comply with Central Bank of The Gambia guidelines and relevant international standards.
- Support internal and external audits by providing required documentation and network access logs.

4. QUALIFICATIONS AND EXPERIENCE

Required

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- Bachelor's degree in Computer Science, Information Technology, Telecommunications, or a related field.
 - Minimum of 5 years of hands-on experience in network administration and system management.
 - Proven expertise in firewalls, intrusion detection systems, VPNs, and network optimization.
 - Strong understanding of financial systems integration and regulatory compliance requirements.
 - Experience with network monitoring tools and performance management platforms.
 - Proficiency in network protocols including TCP/IP, BGP, OSPF, MPLS, and related technologies.

Desirable

- Professional certifications such as CCNA, CCNP, CompTIA Network+, or equivalent.
- Experience supporting payment system infrastructure or financial technology platforms.
- Familiarity with Mojaloop or similar real-time payment interoperability systems.
- Knowledge of cloud networking environments (AWS, Azure, or GCP).

5. DELIVERABLES

- Fully upgraded and optimized network infrastructure meeting industry standards and project requirements.
- Comprehensive network configuration documentation, procedures manual, and topology diagrams.
- Network security policy and enforcement framework.
- Disaster recovery and business continuity plan for network systems.
- Monthly reports on system performance, security incidents, and mitigation strategies.
- Incident response logs and post-incident analysis reports.

6. REPORTING AND SUPERVISION

The Network System Administrator will report directly to the Program Lead of the Gambia Interoperability Switch Program and will collaborate closely with the Gamswitch technical team, cybersecurity personnel, and external partners including banks, mobile money operators, and regulatory stakeholders.

7. DURATION AND LEVEL OF EFFORT

This is a full-time position for an initial period of 36 months, with the possibility of extension based on performance and the ongoing needs of the Gambia Interoperability Switch Program.

8. APPLICATION INSTRUCTIONS

Interested and qualified candidates should submit the following:

- A cover letter highlighting relevant experience and motivation for the role.
 - A detailed Curriculum Vitae (CV).
 - Copies of academic and professional certificates.
 - Contact information for at least two professional references.
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Application Deadline	20th July 2025
Submit To	ndabo@iidia.org
Copy To	bdrammeh@gamswitch.com

*Only shortlisted candidates will be contacted.
The Gambia Interoperability Switch Program is an equal opportunity initiative.*
