

**CONTRACT**

The following contract is made between; The Directorate of Science, Technology and Innovation with its office at State House, State Avenue Freetown (hereinafter referred to as "DSTI") and **Abubakarr Bangura** hereinafter referred to the (“**Junior Software Develope**r”) of Hill Station. Freetown. Sierra Leone

**WHEREAS,**

1. The Directorate of Science, Technology and Innovation (DSTI) has established a Human Capital Development (HCD) Incubator within DSTI and the Office of the President to design and pilot data-driven solutions to accelerate impactful investments in Sierra Leone’s human capital. The HCD Incubator will initially focus on driving innovations in the education, health and agriculture sectors using a three-step approach: 1) Identify a challenge and define a clear government problem, 2) Gather and refine data, perform analytics and provide results to policy makers and citizens for decision making and 3) Design, test and scale solutions to drive impact informed by the other steps. Particularly, DSTI recently won an award from the Gates Foundation which aims to fund the augmenting of ongoing work by developing an Integrated GIS Portal (iGIS Portal) focused on consolidating and expanding the data features of and for the Incubator and its partners. The iGIS Portal will utilize technology, software and devices (drones, computers, GIS data capturing tools) to collect, label (automated and human) and model data (artificial intelligence) that will form the basis of real-time government and development partner decision making. By collecting, capturing, integrating and linking datasets through the iGIS Portal, the Government of Sierra Leone will be in a position to better plan, mobilize and allocate resources; accordingly, optimize supply chains; and support improved data sharing and linking across government and with partners.
2. The Junior Software Developer was hired as a consultant for a fixed period of 12 months commencing from the 1st of August 2020, pursuant to the terms contained in the said contract dated the 1st of August 2020.
3. **Work description/Deliverables**

1.1 Your deliverables and work description remain the same as contained in Annex A of your initial contract dated the day of 1st August 2020

1. **Duration/Termination**

2.1 This contract will be extending for a period of three months (6) months, Successful deliveries.

2.2 DSTI reserves the right to terminate this contract at any time by giving one month notice in writing to the Junior Software Developer. All payments accrued and due to the Junior Software Developer. up to the date of termination will be paid accordingly.

2.3 No termination of this Agreement, however effectuated, shall release the parties from their rights and obligations accrued prior to the effective date of termination.

1. **Compensation and Conditions**

3.1 The Junior Software Developer. shall perform the Project in accordance with the terms and conditions of this Agreement, and as may be instructed by the Project Manager from time to time.

3..2 The Junior Software Developer shall be paid the sum of Eleven Million Leones (Le 11,000,000.00), payable monthly for the duration of the contract.

**4. Publications**

4.1 The Junior Software Developer. recognizes that the results of the Project may be published and agrees that the Software Developer engaged in the Project shall be permitted to present at symposia, national, or regional professional meetings, and to publish in journals, or otherwise of their own choosing, methods, and results of such Project.

**5. Confidentiality (Non-Disclosure) and Policies**

5.1 The Standard Non-Disclosure Agreement previously signed by the Junior Software Developer hereby forms a part of this contract and attached as Annex B.

5.2 The Junior Software Developer is required to read and digest and comply with the contents of DSTI employee handbook which contains DSTI work policies and which forms part of this contract. The Human Resources Manager at DSTI shall give access to the Junior Software Developer to the DSTI employee handbook.

**6. Discipline**

6.1 Breach of this contract, the attached NDA and employee handbook is tantamount to termination of this contract without notice, and DSTI reserves its rights accrued to legal relief for breach of contract as provided by law.

**7. Disclosure**

7.1 Any falsification of facts about previous employment or conditions of employment and any false claim in relation thereto, falsification of criminal records or non-disclosure of the facts thereto and falsification of educational background and qualification and any of the facts thereto, will affect the validity of this contract and leave is tantamount to termination of this contract.

7.2 The Junior Software Developer is required to submit his/her criminal record/clearance and to make full land frank disclosure of any such record in existence.

**8. Independent Contractor**

8.1 The Junior Software Developer shall be deemed to be and shall be an independent contractor and as such the Software Developer shall not be entitled to any benefits applicable to employees of DSTI.

8.2 Neither party is authorized or empowered to act as agent for the other for any purpose and shall not on behalf of the other enter into any contract, warranty or representation as to any matter. Neither shall be bound by the acts or conduct of the other.

**9. TAX**

9.1 DSTI shall deduct the required NRA tax from the Junior Software Developer

hire fee monthly and pay to the relevant authority.

**10. Governing Law**

10.1 This Agreement shall be governed and construed in accordance with the laws of the Republic of Sierra Leone and the Courts of the Republic of Sierra Leone shall have exclusive jurisdiction in relation to any dispute or claim arising out of or in connection with this contract or its subject matter, existence, negotiation, validity, termination or enforceability (including non-contractual disputes or claims)

**11. Agreement Modification**

11.1 Any agreement to change the terms of this Agreement in any way shall be valid only if the change is made in writing and approved by mutual agreement of authorized representatives of the parties hereto.

**12. Acceptance**

12.1 The Junior Software Developer understands and agrees to meet the terms and conditions of this Contract and confirms that he/she has never been convicted by any Court of Law for any criminal offence and has not been found wanton in any civil action for debt, please acknowledge acceptance of this Employment Contract by signing and returning same without delay to DSTI.

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**FOR DSTI**

**NAME: MICHALA MACKAY**

**POSITION: CHIEF OPERATIONS OFFICER AND DIRECTOR, DSTI**

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**JUNIOR SOFTWARE DEVELOPER**

**NAME: ABUBAKARR BANGURA**

**DATED THIS DAY OF 2022**