



**TERMS OF REFERENCE
CALL FOR PROPOSALS
LICENSING AND APPROVALS PORTAL FOR THE SECURITIES AND EXCHANGE COMMISSION, NIGERIA
(PHASE ONE: REQUIREMENTS MAPPING AND SYSTEM SPECIFICATION)**

1. Introduction

The Securities and Exchange Commission, Nigeria (SEC or SEC Nigeria) and FSD Africa wishes to contract a consultancy firm (the “Consultant”) to support Phase One of the Licensing and Approvals Portal for SEC Nigeria (“LAP” or the “Services”).

The Services will support the design of an end-to-end digital platform to strengthen SEC Nigeria’s licensing and approvals processes for capital market operators. SEC Nigeria has articulated an ambitious vision for an Electronic Licensing Regime (ELR) that encompasses automated fit-and-proper assessments, competency-based training and certification, integrated compliance monitoring and end-to-end digital processing. Phase One of the assignment will focus on requirements mapping and system specification to translate this vision into clear, implementable foundations for subsequent system development and implementation.

The Services will involve (among other things):

- i. Conducting a comprehensive diagnostic assessment of existing licensing and approvals processes within SEC Nigeria
- ii. Undertaking a legal and regulatory diagnostic to map the current legislative framework, assess its effectiveness and identify areas requiring new provisions or amendments to support a digital licensing environment
- iii. Engagements with SEC Nigeria departments, regulated entities, service providers and other ecosystem actors to validate findings and inform LAP design
- iv. Developing the conceptual framework, design principles, functional requirements, technical specifications and non-functional requirements for the LAP, informed by the ELR vision
- v. Designing the data architecture, interoperability standards and integration requirements to support both internal regulatory workflows and external, applicant-facing processes
- vi. Preparing a sequenced implementation roadmap to guide subsequent development, procurement and deployment activities; and
- vii. Developing comprehensive procurement documentation, including a detailed Request for Proposals, to support competitive sourcing and vendor selection for Phase Two.

2. Project Background

2.1. About the Securities and Exchange Commission, Nigeria

Securities and Exchange Commission Nigeria is the apex regulator of the Nigerian capital markets that derives its mandate from the Investment and Securities Act (ISA) 2025. SEC seeks to develop and regulate capital markets to ensure capital formation, protection of investors, maintenance of fair, efficient and transparent markets and reduction of systemic risks, that will positively impact on the country’s national economic development

More about the SEC, Nigeria can be found on the Commission’s official website [here](#).

2.2. About FSD Africa

FSD Africa is a specialist development agency working to reduce poverty by strengthening financial markets across sub-Saharan Africa. Based in Nairobi, FSD Africa's team of financial sector experts work alongside governments, business leaders, regulators, and policy makers to design and build ambitious programmes that make financial markets work better for everyone. Established in 2012, FSD Africa is incorporated as a non-profit company limited by guarantee in Kenya. It is funded by UK aid from the UK government.

More details about FSD Africa can be found [here](#).

2.3. Context and Rationale for the Assignment

SEC Nigeria is undertaking a programme to modernise its licensing and approvals processes for capital market operators and market participants. Currently, key elements of the licensing process rely on manual processes and fragmented systems, resulting in:

- Extended processing timelines;
- Limited visibility for both applicants and regulators; and
- Exposure to operational and regulatory risks.

To address these challenges, SEC Nigeria has articulated a vision for an Electronic Licensing Regime (ELR) — a comprehensive digital framework for licensing, training and compliance. The ELR envisions an integrated platform encompassing the following:

- Automated fit-and-proper assessments,
- Competency-based training and examination
- Digital certification
- Real-time compliance monitoring; and
- End-to-end digital processing of licensing applications.

The Licensing and Approvals Portal (LAP) is the digital platform through which the ELR will be delivered.

The LAP is designed to provide a scalable platform that can support future market growth, including increased market participation and cross-border activity. It is also expected to enable structured and permission-based information sharing with relevant external stakeholders, including other regulators and law enforcement agencies, where appropriate.

The initiative is being implemented through a phased approach to ensure clarity of requirements and effective risk management. Phase One will focus on requirements mapping and system specification, translating the ELR vision into clear, implementable functional and technical requirements. This phase will also produce the procurement documentation required to support competitive sourcing and vendor selection for Phase Two, which involves system development and implementation.

This assignment therefore seeks to ensure that the LAP is grounded in a clear understanding of existing processes, institutional requirements and the legislative framework. It will ensure that subsequent phases of the project are informed by robust, well-defined system specifications and procurement-ready outputs that align with practical realities and strengthen the long-term effectiveness of SEC Nigeria's supervisory capacity.

3. Objectives and Scope

3.1. Project Objectives

The primary objective of this assignment is to develop the foundational design and technical framework required for the LAP. This work will provide a clear basis of implementable requirements, system specifications and procurement-ready outputs that will support the transformation of licensing, approvals and supervisory oversight processes across the Nigerian capital markets.

Specific Objectives

Specifically, the assignment seeks to achieve the following:

- i. Develop a clear and comprehensive understanding of SEC Nigeria's existing licensing and approvals processes, associated workflows and technology environment
- ii. Undertake a legal and regulatory diagnostic to map the current legislative framework governing licensing, data management and electronic processing, assess its effectiveness, identify gaps or limitations, and highlight areas where new provisions or amendments may be required to support the LAP
- iii. Define the conceptual framework and design principles that will guide the development of the LAP, informed by SEC Nigeria's ELR vision and validated through structured stakeholder engagement
- iv. Translate SEC Nigeria's vision for the Licensing and Approvals Portal into well-defined functional, technical and non-functional requirements, reflecting both the immediate digitisation priorities and the architectural foundations for advanced capabilities including AI-powered risk assessment, automated compliance monitoring and digital certification
- v. Define system architecture, data standards, security and interoperability requirements to support both internal regulatory workflows and external, applicant-facing processes, including integration with relevant government agencies and external verification sources
- vi. Identify institutional, stakeholder and political economy factors that may affect the design, adoption and implementation of the LAP, and reflect these in the system requirements and specifications
- vii. Produce robust, implementable system specifications to support the subsequent development and implementation of the LAP under Phase Two; and
- viii. Develop comprehensive procurement documentation, including a detailed Request for Proposals and supporting materials, to enable competitive sourcing and vendor selection for Phase Two.

3.2. Scope of Work

The Consultant will be required to undertake the following, with other closely related tasks as may reasonably emerge during the course of the assignment. The scope is structured into five phases, each building upon the preceding one to ensure progressive refinement and stakeholder validation of outputs.

Phase 1: Diagnostic Assessment

- i. Map current end-to-end licensing and approvals processes within SEC Nigeria, including internal regulatory workflows and external-facing processes for capital market operators.
- ii. Identify process hand-offs, decision points, dependencies and constraints relevant to digitisation.
- iii. Review existing technology systems, infrastructure and data management practices within SEC Nigeria to assess technology readiness and identify integration requirements.
- iv. Assess the ELR concept note and validate the feasibility, sequencing and technical implications of the proposed technology capabilities, including AI-driven risk scoring, blockchain-based certification, biometric authentication and automated compliance monitoring.
- v. Undertake a legal and regulatory diagnostic to map the current legislative framework governing licensing, approvals, electronic processing and data management. This should identify existing provisions under the

Investment and Securities Act (ISA) 2025 and other applicable legislation, assess their effectiveness, highlight gaps or limitations, and flag areas where new regulations or amendments may be required to support the LAP.

- vi. Assess compliance requirements under the Nigeria Data Protection Act (NDPA), the General Application and Implementation Directive (GAID) 2025, and relevant cybersecurity regulations as they relate to the processing, storage and sharing of licensing and personal data.
- vii. Engage with relevant SEC Nigeria departments to validate process maps, clarify functional requirements and understand operational priorities.
- viii. Conduct targeted consultations with selected external stakeholders, including capital market operators, industry associations and relevant government agencies, to inform user requirements, validate diagnostic findings and capture expectations for system design.
- ix. Engage stakeholders to understand specific information needs relating to gender, inclusion and accessibility across the licensing ecosystem.
- x. Undertake a focused Political Economy Analysis (PEA) that will identify institutional incentives, coordination challenges and stakeholder interests relevant to the digitisation of licensing and approvals processes. The PEA should assess how these factors may affect system design, sequencing and adoption, and its findings should be reflected in the system requirements, specifications and implementation roadmap.

Phase 2: Conceptual Framework and Design Principles

- i. Define the high-level conceptual framework that will guide the development of the LAP, establishing the overall design philosophy, functional scope and structural foundations for the platform.
- ii. Identify core design principles to ensure scalability, security, reliability, regulatory alignment and future adaptability, including readiness for emerging technologies such as AI, machine learning and blockchain.
- iii. Establish guiding principles for data governance, ensuring clarity on data ownership, access rights, confidentiality and permissible use across system participants, including SEC Nigeria, capital market operators and external verification agencies.
- iv. Define principles for legal and regulatory compliance, ensuring the conceptual framework anticipates necessary legislative enablers and aligns with the ISA 2025, NDPA and other applicable statutes.
- v. Map the functional areas that the LAP will be expected to support — including application processing, fit-and-proper assessment, training and examination, digital certification, renewal, compliance monitoring and regulatory oversight. Where relevant, the specifications may consider internationally recognised standards, such as W3C Verifiable Credentials to support tamper-proof digital certificates.
- vi. Articulate principles for inclusive and gender-responsive design, ensuring the framework accommodates diverse user needs, accessibility considerations and disaggregated data capabilities across the licensing ecosystem.
- vii. Present the conceptual framework and design principles to SEC Nigeria and key stakeholders for validation, refinement and endorsement prior to detailed specification work.

Phase 3: Functional and Technical Specifications

- i. Develop detailed functional requirements for the LAP, covering application submission, review, approval, tracking and communication processes across the full licensing lifecycle.
- ii. Define user roles, permissions and access levels for internal and external users, including SEC Nigeria staff, capital market operators, compliance officers and other authorised parties.
- iii. Prepare technical specifications for the system, including module descriptions, data inputs and outputs, integration points, system behaviour and performance benchmarks.
- iv. Specify system architecture requirements, including scalability, availability and performance considerations to support current and projected volumes of licensing activity.

- v. Define data management, cybersecurity and privacy requirements in line with the NDPA, the General Application and Implementation Directive (GAID) 2025, and applicable regulations and international good practice, including the Financial Action Task Force (FATF) recommendations and the International Organization of Securities Commissions (IOSCO) guidelines.
- vi. Identify interoperability and integration requirements with relevant internal SEC Nigeria systems and external stakeholders, including the Corporate Affairs Commission (CAC), National Identity Management Commission (NIMC), Economic and Financial Crimes Commission (EFCC), Nigeria Financial Intelligence Unit (NFIU) and other agencies as appropriate.
- vii. Ensure that specifications reflect SEC Nigeria’s ELR vision and are validated with SEC Nigeria prior to finalisation, with particular attention to the architectural foundations required for AI-powered risk assessment, automated compliance monitoring, digital certification and competency-based training and examination modules.
- viii. Embed gender-disaggregated data fields and inclusive design considerations within system specifications, informed by stakeholder engagement conducted during Phase 1.
- ix. Ensure that functional and technical specifications align with the legal and regulatory framework mapped in Phase 1, flagging any provisions that may require amendment to enable full system functionality.
- x. Develop high-fidelity wireframes or clickable prototypes, where appropriate, illustrating key user journey and system workflows to support validation or functional requirements with SEC Nigeria prior to system development.
- xi. Define documentation standards for system development, including requirements for code documentation, system architecture diagrams, and comprehensive User Acceptance Testing (UAT) scripts to guide future development and testing under Phase Two.

Phase 4: Data Architecture and Interoperability Standards

- i. Design the data architecture required to support the LAP as a unified licensing information environment based on modular system architecture, allowing different components (e.g., licencing workflows, AI risk scoring, certification modules) to operate independently and evolve without affecting stability of the overall system.
- ii. Define standardised data fields, harmonisation requirements and validation protocols to ensure consistency, accuracy and comparability across all licensing categories, operator types and regulatory processes.
- iii. Develop interoperability standards for data exchange, including integration protocols, data formats, Application Programming Interface (API) specifications and interface requirements with external systems and government agencies.
- iv. Establish data governance protocols covering data ownership, stewardship, quality assurance, retention and permissible use across all system participants.
- v. Incorporate security standards and controls to safeguard data integrity, confidentiality and availability, aligned with the NDPA and applicable cybersecurity regulations.
- vi. Identify areas where legislative or regulatory adjustments may be necessary to enable full data harmonisation, integration and cross-institutional data sharing.
- vii. Ensure the data architecture supports the AI and machine learning functionalities envisioned in the ELR, including data structures conducive to automated risk scoring, anomaly detection and predictive analytics.
- viii. Ensure that any AI or machine learning components proposed within the system architecture are transparent and explainable, enabling SEC Nigeria to understand and justify automated risk assessments and supervisory decisions.

Phase 5: Implementation Roadmap and Procurement Documentation

- i. Prepare a sequenced implementation roadmap outlining the steps required for future development, procurement and deployment of the LAP under Phase Two, with clear milestones, decision points and dependencies.
- ii. Indicate resource requirements, indicative timelines and coordination needs for subsequent phases, including capacity-building, change-management and stakeholder communication considerations.
- iii. Identify legislative and regulatory amendments required to enable full system implementation, with proposed sequencing aligned to the technical deployment timeline.
- iv. Develop a comprehensive procurement package to support the sourcing of the LAP under Phase Two, including a detailed Request for Proposals (RFP) that reflects the functional and technical specifications developed under this assignment.
- v. Ensure the RFP incorporates requirements for AI and ML capabilities, data architecture standards, interoperability protocols, security requirements and inclusive design features as specified in preceding phases.
- vi. Provide clear evaluation criteria, mandatory requirements, desirable features and scoring methodology to support a competitive and transparent vendor selection process.
- vii. Prepare supporting procurement materials, including technical annexures, compliance checklists and clarification protocols for prospective bidders.
- viii. Engage stakeholders to validate the proposed roadmap and procurement approach, ensuring practical alignment across institutional actors and readiness for implementation.
- ix. Present the final implementation roadmap and procurement documentation to SEC Nigeria and FSD Africa for formal endorsement prior to market engagement.

4. Timing and deliverables

The assignment will be carried out in 24 weeks and is expected to be completed no later than 30 October 2026.

The Consultant will work closely with SEC Nigeria and FSD Africa throughout the assignment.

Phase / Deliverable	Timeline	Cumulative Weeks
Project Initiation		
Kick-off Meeting and Stakeholder Alignment	Week 1	1
Inception Report (including detailed workplan, methodology, stakeholder mapping and preliminary assessment of the ELR concept note)	Within 2 weeks of contract signature	2
Phase 1: Diagnostic Assessment		
Process Mapping and Diagnostic Report (including legal and regulatory diagnostic and ELR feasibility assessment)	Within 4 weeks after Inception Report	6
Phase 2: Conceptual Framework and Design Principles		
Conceptual Framework and Design Principles Report	Within 3 weeks after Diagnostic Report	9
Validation Workshop with SEC Nigeria (and selected stakeholders, as appropriate)	Conducted during Week 9-10	9-10

Draft Functional, Technical and Non-Functional Requirements Report	Within 3 weeks after endorsement of the Conceptual Framework	13
Final Functional, Technical and Non-Functional Requirements Report (incorporating feedback from SEC Nigeria and FSD Africa)	Within 3 weeks after draft report	16
Phase 4: Data Architecture and Interoperability Standards		
Data Architecture and Interoperability Standards Report	Within 2 weeks after Final Requirements Report	18
Phase 5: Implementation Roadmap and Procurement Documentation		
Draft Implementation Roadmap and Procurement Package (including draft RFP, evaluation criteria and supporting materials)	Within 2 weeks after Data Architecture Report	20
Validation Workshop with SEC Nigeria and FSD Africa	Conducted during Week 22	22
Final Implementation Roadmap and Procurement Package (incorporating feedback)	Within 2 weeks after validation	24
Project Management and Reporting		
Progress Updates	Ongoing throughout the project	Monthly

The final outputs of this assignment will comprise:

- i. A comprehensive Diagnostic Report, including process maps, legal and regulatory diagnostic findings and an assessment of the ELR concept note.
- ii. A Conceptual Framework and Design Principles Report, endorsed by SEC Nigeria.
- iii. Final Functional, Technical and Non-Functional Requirements and System Specifications for the LAP.
- iv. A Data Architecture and Interoperability Standards Report.
- v. A sequenced Implementation Roadmap for Phase Two; and
- vi. A complete Procurement Package, including a detailed Request for Proposals (RFP), evaluation criteria, technical annexures and compliance checklists to support competitive sourcing and vendor selection for Phase Two.

5. Invitation to Submit Proposal

FSD Africa on behalf of the project partners is inviting proposals from suitably qualified consultancy firms to deliver Phase One of the Licensing and Approvals Portal for the Securities and Exchange Commission, Nigeria.

The proposal should contain:

- Names and CVs (maximum 3 sides of A4 paper each) of key individual(s).
- An outline of the team structure and roles.
- A summary of your firm's relevant experience in requirements mapping and system specification for digital platforms, including work undertaken for regulators or comparable public institutions, and a

proven track record in delivering analytical assignments of a similar nature and complexity to those set out in these Terms of Reference.

- Evidence of experience working collaboratively with regulators, policy makers, and market institutions, including in Sub-Saharan Africa or comparable contexts.
- A description of your firm’s understanding of the role of the Consultant as outlined in these terms of reference, including the proposed approach and methodology.
- A declaration that your firm upholds best practices of professionalism and is not conflicted, in any way whatsoever.
- A description of how your firm intends to fulfil the Services within the suggested timeline.
- Recommendations for changes and innovations which will enhance the results, and
- An itemised budget for both professional fees and reimbursable expenses, including fee rates, number of days and a breakdown of expenses – template below- Annex 1.

Submitted proposals should not exceed 10 pages (excluding annexures). Your proposal should be sent by email to FSD Africa at bids@fsdafrica.org by **12 noon (EAT) on or before 29 April 2026** under a subject line reading ‘**Call for Proposals: Licensing and Approvals Portal - SEC Nigeria (Phase One)**’

6. Basis of award

FSD Africa will award a contract to the consultant based on the following criteria:

Mandatory requirements
The firm must demonstrate direct experience in requirements mapping and system specification for digital platforms, including assignments undertaken for regulators or comparable public institutions within the last seven (7) years. The proposed Team Leader must have served as lead consultant on at least one such assignment.;
The team must collectively demonstrate strong knowledge of regulatory environments, preferably within capital markets, financial services, or other regulated sectors;
The firm must demonstrate the ability to engage collaboratively and pragmatically with regulators, policy makers, and public institutions to deliver practical, implementable outputs; and
The firm must have the capacity to engage intensively in this assignment, with appropriate involvement of senior team members, and commit resources to deliver within the agreed timelines.

Selection will be made based on the following criteria:

Assessment criteria	Weighting (%)
Relevant, demonstrated experience and capacity of firm and proposed team in this area	30%
Understanding/interpretation of the task set out in the TORs <ul style="list-style-type: none"> • Quality of your proposed approach and methodology – 10% • Understanding/interpretation of the task set out in the terms of reference including a detailed work plan -15% 	25%
Supplier’s demonstration of sustainability value add: Bidders that demonstrate localisation, gender, environmental and ethical considerations will be assigned merit points/scored favourably compared to their competitors; <ul style="list-style-type: none"> • Localisation: demonstrated use of African based consultants/team members - 5% • Gender – prioritisation of women & underrepresented groups -5% 	15%

Assessment criteria	Weighting (%)
<ul style="list-style-type: none"> Environmental safeguards and ethical considerations (a commitment to sustainability through eco-friendly practices, products/services as well as ethical practices such as fair treatment of employees)-5% 	
<p>Fee basis and total costs</p> <p>FS = 30% x LB/BP where: FS = is the financial score LB = is the lowest bid quoted BP = is the bid of the proposal under consideration.</p> <p>The lowest bid quoted will be allocated the maximum score of 30%.</p> <p>Fee quoted must be inclusive of applicable withholding tax</p>	30%
Total	100%

Indicative Skills and Team Composition

To ensure delivery of high-quality and implementable system specifications and procurement-ready outputs, the consultancy team is expected to demonstrate a balanced mix of regulatory, business process, legal and technical expertise. Annex 2 sets out indicative skills and experience that FSD Africa and SEC Nigeria consider essential for this assignment.

These requirements are not prescriptive; rather, they provide guidance on the diversity of expertise and depth of experience expected within the team. Bidders are encouraged to propose the most suitable composition to deliver the assignment effectively, while ensuring that all critical areas are adequately covered.

7. Contact

Questions or comments in respect of these terms of reference should be directed by email to: bids@fsdafrica.org on or before **12 noon, 21 April 2026 (EAT)** and feedback will be provided by **05:00 pm, 23 April 2026 (EAT)**

8. Applicable Taxes

As per Kenya's tax law, FSD Africa will pay the Consultant after withholding the appropriate taxes at the applicable rate between Kenya and the Consultant's country of tax residence, considering any tax treaties in force. It is the responsibility of the Consultant to keep themselves apprised of these applicable taxes. The below table however provides guidance on the applicable rates as per tax regimes.

Country	WHT Rate
Kenya	5%
United Kingdom	12.5%
Canada	15%
Germany	15%
India	10%
Non-resident rate for citizens of EAC member countries	15%
All other countries	20%

For countries with Double Taxation Agreements with the Kenyan government, the agreement will apply in the treatment of all applicable taxes.



Annex 1: Proposed Fee Schedule

Costs should be shown separately in the format set out below. Fees proposed by tenderers should be inclusive of all taxes

Consultancy fees*	Days	Fee USD/GBP	Total USD/GBP
XX			
XX			
Total remuneration			0.00
Reimbursement costs**	Unit	Cost USD/GBP	Total USD/GBP
XX			
XX			
Total reimbursement cost			0.00
Total proposed costs			0.00
<i>*Fees incl of all taxes</i>			
<i>**Expenses to be reimbursed on actual costs as per FSD Africa's travel policy</i>			

Annex 2: Indicative Consultant Team Skills and Experience

Role/Skill Area	Indicative Expertise Required	Rationale for Inclusion
Team Leader/Capital Markets Specialist	At least ten years' experience leading capital markets or regulatory reform assignments, including requirements mapping and system specification for digital platforms serving regulators or comparable public institutions. Demonstrated ability to manage complex, multi-stakeholder assignments and deliver within constrained timelines. Experience in licensing and supervisory technology within capital markets or financial services will be a distinct advantage.	Overall leadership of the assignment. Ensures alignment with SEC Nigeria's regulatory objectives, capital market context and ELR vision.
Systems Architect	Extensive experience in designing large-scale information systems, including system architecture, scalability, availability and performance considerations. Familiarity with modular platform design, cloud deployment and security-by-design principles. Experience in financial-sector regulatory environments will be an advantage.	Ensures technical soundness of system specifications and alignment with the architectural requirements of the LAP.
AI and Machine Learning Specialist	Experience in designing and integrating Artificial Intelligence and Machine Learning capabilities within regulatory, supervisory or financial-sector platforms. Ability to define AI-readiness requirements, specify predictive analytics features and advise on data structures conducive to automated risk scoring, anomaly detection and compliance monitoring.	Ensures system specifications define the architectural foundations required for the AI-powered capabilities envisioned in the ELR.
Business Process & Requirements Specialist	Experience in process mapping and development of functional and non-functional requirements for digital systems. Ability to translate regulatory workflows and stakeholder needs into coherent, implementable system features.	Ensures detailed requirements mapping and translation of existing licensing processes into robust system specifications.
Data Analytics Specialist	Experience in designing and implementing data analytics frameworks within regulatory or financial sector environments. Demonstrated ability to structure and analyse large datasets, develop analytical models to support regulatory oversight, and design dashboards and reporting tools. Familiarity with supervisory technology (SupTech), predictive	Ensures that the LAP supports advanced analytics capabilities, enabling SEC Nigeria to analyse licensing data, identify emerging risk patterns, and strengthen supervisory oversight.

	analytics and data visualisation tools will be an advantage.	
Data Governance and Standards Specialist	Experience in developing data standards, validation rules, harmonisation frameworks and governance protocols for regulated environments. Knowledge of regulatory reporting requirements and supervisory data practices.	Ensures data architecture, interoperability standards and governance protocols meet the requirements of a unified licensing information environment.
Legal and Regulatory Specialist	Experience in Nigerian financial-sector regulation, data-protection legislation and supervisory frameworks. Ability to map existing legal provisions under the ISA 2025 and NDPA, assess regulatory effectiveness, identify gaps and recommend legislative or regulatory amendments. Familiarity with FATF recommendations and IOSCO guidelines will be an advantage.	Ensures the legal and regulatory diagnostic is rigorous and that system specifications are aligned with the legislative framework.
Data Protection and Cybersecurity Specialist	Experience addressing data protection and cybersecurity requirements in public-sector or regulated systems. Familiarity with the NDPA, international data protection standards and cybersecurity frameworks for financial-sector platforms.	Ensures security, privacy and data protection considerations are adequately reflected across all specifications and the procurement package.