



Civil Service Commission
Male', Maldives

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



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މާލެ، ދިވެހިރާއްޖެ

Reference Number: 188-HRS-IUL/2026/59

Date: 06th August 2026

Terms of Reference

Position

Senior Software Engineer
(Public Service Rank 9-1)

Background

The Civil Service Commission (CSC) of Maldives seeks a dynamic, self-driven, well-organized, and passionate individual to join the information system team. The appointed staff member will collaborate with the software development teams to improve the information system within the Civil Service Commission

Overall Responsibilities

Senior Software Engineer will develop new software and develop new software modules for existing software with the software development team at the Civil Service Commission.

Scope of Work

1. Triage product or system issues and debug/track/resolve by analyzing the sources of issues.
2. Participate in continuing education and training to remain current on best practices.
3. Take lead on projects, planning, training, and documenting technical specifications as needed.
4. Collaborate in a team environment to share best practices, implement process improvements, and ensure software quality.
5. Resolve software related issues and provide solutions.
6. Deliver well tested and functioning applications developed for the requirements of the product owner.

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Reporting Relationships

Senior Software Engineer will report directly to the Director of Information and Communication Technology, or a person assigned by the Director of Information and Communication Technology.

Qualification and Experience

MNQF Level 10 certificate in the field of Software Engineering, Information Security Engineering, Computer Science, Computer Engineering Technology, Information Technology, Digital Media and Information Resource Design, Multimedia and Information Resource Design, Multimedia Management and Web Master, Computer and Information Security, Computer and Information Security Auditing, Cyber Security and Thread Intelligence, Cyber Intelligence and Security, Cyber Security and Forensics, Cyber Security Analysis, Cyber Security and Data Governance, Applied Data Science and Cyber Security, Digital Forensics, Artificial Intelligence, Applied Artificial Intelligence, Artificial Intelligence and Robotics, A.I and Machine Learning, Creative Technologies and Artificial Intelligence, Artificial Intelligence and Sustainable Technologies.

Or,

MNQF Level 9 certificate in the field of Software Engineering, Information Security Engineering, Computer Science, Computer Engineering Technology, Information Technology, Digital Media and Information Resource Design, Multimedia and Information Resource Design, Multimedia Management and Web Master, Computer and Information Security, Computer and Information Security Auditing, Cyber Security and Thread Intelligence, Cyber Intelligence and Security, Cyber Security and Forensics, Cyber Security Analysis, Cyber Security and Data Governance, Applied Data Science and Cyber Security, Digital Forensics, Artificial Intelligence, Applied Artificial Intelligence, Artificial Intelligence and Robotics, A.I and Machine Learning, Creative Technologies and Artificial Intelligence, Artificial Intelligence and Sustainable Technologies, along with at least 4 years of experience in the relevant field.

Or,

MNQF Level 7 or 8 certificate in the field of Software Engineering, Information Security Engineering, Computer Science, Computer Engineering Technology, Information Technology, Digital Media and Information Resource Design, Multimedia and Information Resource Design, Multimedia Management and Web Master, Computer and Information Security, Computer and Information Security Auditing, Cyber Security and Thread Intelligence, Cyber Intelligence and Security, Cyber Security and Forensics, Cyber Security Analysis, Cyber Security and Data

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Governance, Applied Data Science and Cyber Security, Digital Forensics, Artificial Intelligence, Applied Artificial Intelligence, Artificial Intelligence and Robotics, A.I and Machine Learning, Creative Technologies and Artificial Intelligence, Artificial Intelligence and Sustainable Technologies, along with at least 8 years of experience in the relevant field.

Technical Experience

- Proficiency in Microsoft Visual Studio for web development projects.
- Extensive experience in developing web applications using Microsoft ASP.NET MVC and Node.js (NestJS).
- Proficiency in HTML, CSS, JavaScript, Bootstrap, Tailwind CSS, and jQuery.
- Expertise in C# and LINQ for backend development, including handling complex business logic.
- Experience with Structured Query Language (SQL) and Postgress for efficient data management.
- Knowledge of best practices related to secure development and cybersecurity.
- Excellent project and time management skills.
- Ability to work independently or with a group.
- Ability to keep up with software industry trends and innovation.
- Ability to learn other coding languages as needed.
- Exceptional interpersonal and communication skills.

Remuneration

Basic Salary: MVR 18,925/-

Job Allowance: MVR 10,835/-

Attendance Benefit: MVR 295/- per day attended

Other Allowances and Benefits:

- Pension Contribution as mandated by the Maldives Pension Act
- Overtime pay and additional benefits in accordance with the policies and standards established under the National Pay Framework

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Working Hours

- Commission official working hours. Currently from 8:00am to 2:00pm on government working days.
- In special cases, will have to work extra hours at the office, or at home as work from home approved by supervising staff.

Selection Criteria

Criteria	Points
Qualification	15%
Additional Educational Qualification	5%
Additional Experience	10%
Exam	30%
Interview	40%



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