Reference Number: 188-HRS-IUL/2025/85
Date: 14th December 2025

Terms of Reference

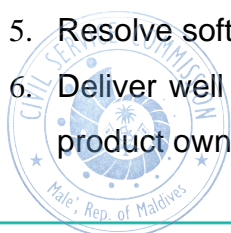## Position

Enterprise Systems Engineer (local)

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

Enterprise Systems 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.

Reporting Relationships

Enterprise Systems 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 7 or 8 certificate in Information Technology or Software Engineering or Computer Programming or Web and Application Development or Information Systems Management or in the field of Computer Science. And at least 2 years of experience in the relevant field.
- Or MNQF Level 5 or 6 certificate in Information Technology or Software Engineering or Computer Programming or Web and Application Development or Information Systems Management or in the field of Computer Science. And at least 4 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.
- Proficiency in HTML, CSS, JavaScript, NestJS, 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.

Contract Duration

Contract (Initial contract shall be for a period of 1 (one) year, and this period shall include a probationary period of 3 (three) months. The contract shall be extended based on performance, upon successful completion of one year.)

Remuneration

Monthly Salary and Allowances: MVR 30,000

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%