



Civil Service Commission  
Male', Maldives

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



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މާލެ، ދިވެހިރާއްޖެ

**Reference Number:** 188-HRS-IUL/2026/58

**Date:** 06<sup>th</sup> August 2026

## Terms of Reference

### Position

Principal Software Engineer  
(Public Service Rank 10-1)

### 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

The **Principal Software Engineer** will lead the design, development, implementation, and maintenance of software applications and enterprise systems. The role provides technical leadership to the software development team, ensuring the delivery of secure, reliable, and high-quality solutions, while collaborating with stakeholders to support the business and strategic objectives of the Civil Service Commission.

### Scope of Work

1. Triage product or system issues and debug/track/resolve by analyzing the sources of issues.
2. Lead the software development process, including analysis, design, coding, testing, deployment, and maintenance of applications and systems.
3. Triage, analyze, and resolve product or system issues by identifying root causes, debugging, and implementing effective solutions.
4. Lead software development initiatives, including planning, task coordination, technical design, and documentation of system and technical specifications.

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5. Develop, maintain, and enhance high-quality, well-tested software applications in line with product owner requirements and organizational standards.
6. Design, implement, and oversee software testing activities, including unit testing, integration testing, and system testing to ensure application quality and reliability.
7. Provide technical guidance and mentorship to team members, supporting skill development, knowledge sharing, and adherence to best practices.
8. Collaborate effectively within cross-functional teams to share best practices, improve development processes, and ensure continuous improvement in software quality.
9. Provide technical leadership in resolving complex software-related issues and ensuring timely delivery of stable solutions.

Principal 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.

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, along with at least 4 years of experience in the relevant field.

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Or,

## Technical Experience

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- Manage source code using GitHub, including repository setup, branching strategies, version control, pull requests, and code reviews.
- Experience in identifying and mitigating security vulnerabilities in software systems.
- Experience in conducting code reviews and ensuring adherence to coding standards, best practices, and security guidelines.
- Experience in system integration, APIs, and database management.
- Experience in Agile/Scrum or similar software development methodologies.
- Experience in mentoring and guiding junior and mid-level developers.
- Experience in troubleshooting complex technical issues and providing production support.
- Strong communication skills with the ability to effectively collaborate with technical teams and non-technical stakeholders.

## Remuneration

Basic Salary: MVR 21,815/-

Job Allowance: MVR 12,495/-

Attendance Benefit: MVR 340/- 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

## 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.

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## Selection Criteria

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



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