Anti-Corruption Commission

TERMS OF REFERENCE

(IUL. No: 123-A/IUL/2024/46)

Post: **Software Developer (Consultant)**

No. of Vacancy: 02

Post Type: Full Time

Section: ICT Section

1. **Scope of Work**

   Consultant shall carry out the following tasks during this consultancy period. Nevertheless, any additional task necessary to achieve the objective would also be considered part of this consultancy.

   1. **ICT Needs Analysis and Application Development:**
   - Conduct thorough analysis to identify Information and Communication Technology (ICT) requirements within the ACC.
   - Architect and develop scalable software applications to support current needs and future growth.
   2. **High-Performance Application Design and Development:**
   - Engage in the full software development lifecycle, including requirements gathering, design, coding, testing, and deployment.
   - Focus on delivering high-performance, user-centered, and data-intensive applications.
   3. **Software Enhancement and New Development:**
   - Develop and implement enhancements to existing software applications to improve functionality, performance, and user experience.
   - Design and build new software solutions from the ground up to meet emerging business needs.
   4. **Team Collaboration and Best Practices:**
   - Work collaboratively within a multidisciplinary team to share knowledge, promote best practices, and drive continuous process improvements.
   - Participate in code reviews, pair programming, and other collaborative development activities to ensure high-quality software delivery.
   5. **Comprehensive Documentation:**

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- Produce detailed technical documentation for all developed systems, including technical specifications, API documentation, and system architecture diagrams.
- Ensure documentation is clear, comprehensive, and up-to-date to facilitate maintenance and future development.

6. **Problem Solving and Innovation:**
- Apply strong problem-solving skills to diagnose and resolve software issues promptly.
- Innovate and implement effective solutions to meet complex and evolving requirements.

7. **Timely Software Delivery:**
- Adhere to project timelines and deadlines, ensuring that developed software applications are thoroughly tested and delivered on schedule.
- Employ agile methodologies and tools to manage development tasks and track progress.

8. **Technical and End-User Training:**
- Provide technical and end-user training to team members as needed to ensure effective use of developed software applications.
- Develop training materials and conduct training sessions to enhance user competency and adoption.

The scope encompasses software development and automation for these features. It is the responsibility of individual to ensure code security, optimize performance, and ensure compatibility with available hardware

2. **Qualifications and experience**
- A bachelor's degree or equivalent professional qualification in Software Engineering, Computer Programming, Information Technology, Web and Application Development AND Minimum 3 Years of experience in web application development using .NET or PHP (Laravel) with either MySQL, MSSQL, MongoDB, MariaDB, Oracle.

   OR ,
   Minimum 05 years of experience in software development in C Sharp, MSSQL, ASP.NET, MVC WEB Application or PHP (Laravel) with either MySQL, MSSQL, MongoDB, MariaDB.

3. **Desired skills and work experience**
- ✓ Strong programming background with knowledge in modular-based programming and use of emerging trends
- ✓ Experience in administering production level databases with a proficient understanding of SQL
- ✓ Good knowledge of mobile application development
- ✓ Experience and in-depth knowledge in HTML, CSS, JavaScript, Webserver administration, and other relevant open-source web development tools.
- ✓ Experience in modern UI frameworks like React, Agular or VueJS
- ✓ Good interpersonal skills and proven ability to work in a highly team-oriented environment.

4. **Duration of the contract**

   This is a **2 Year** contract (Anti-Corruption Commission may extend the duration of the contract if required).

5. **Remuneration**

   Successful candidates will be paid between MVR 32,000.00 – MVR 35,000 per month.

6. **Working Hours**

   07:30 – 14:30

7. **Selection Criteria**

   The candidate will be shortlisted as per the following criteria:
   - Academic Qualifications (20 points)
   - Software development technical experience (50 points)
   - Interview (30 points)

8. **Interview**

   Only shortlisted candidates will be called up for interview. The potential candidate for this project will be finalized after the interview.

9. **Required Documents**
   - A letter Expression of Interest
   - A detailed Curriculum Vitae
   - A copy of the National Identification Card
   - Copy of all educational qualifications and experiences

10. **Deadline**

    The submission for this application expires on 16th July 2024 at 1400hrs local time.

11. **Further Information**
    - All incomplete applications will not be considered for shortlisting candidates
    - Only short-listed candidates will be notified for an interview.
    - For further details regarding this TOR, please contact: 3015217 or e-mail to: hr@acc.gov.mv

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