



Anti-Corruption Commission



## **TERMS OF REFERENCE**

IUL. No: (IUL)123-HR/123/2026/91

Date: 29 June 2026

The Commission is seeking to recruit for the vacant post of **Principal Software Engineer**.

No. of Vacancy: 01

Post Type: Full Time

Employment Type: Permanent

Section: ICT Section

### **1. Scope of Work**

#### **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.
- Provide technical leadership in solution design, ensuring systems align with ACC's long-term digitalization strategy.

#### **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.
- Lead architecture decisions, ensuring scalability, security, and maintainability.

#### **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.
- Evaluate and recommend emerging tools, frameworks, and methodologies to improve software quality and development speed.

#### **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.
- Assign and monitor tasks for development team members, providing guidance, mentorship, and feedback.

#### **5. Comprehensive Documentation:**

- 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.
- Oversee documentation standards and ensure that all team members follow consistent documentation practices.

#### **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.
- Identify potential technical risks early and develop mitigation strategies.

#### **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.
- Monitor overall project progress, ensuring dependencies and priorities are managed effectively.

#### **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.
- Promote knowledge sharing within the team to maintain continuity and resilience.

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

## **2. Qualifications and experience**

1. Completion of MQA level 10 certificate in a related field, with professional work experience of minimum 4 years in the field.

**OR,**

2. Completion of MQA level 9 certificate in a related field, with professional work experience of minimum 8 years in the field.

**OR,**

3. Completion of MQA level 7 or 8 certificate in a related field, with professional work experience of minimum 12 years in the field.

### **Educational Fields:**

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 webmaster.

Artificial intelligence, Applied Artificial Intelligence, Artificial Intelligence and Robotics, AI and machine learning, Creative technologies and artificial intelligence, Artificial intelligence and sustainable technologies.

## **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, Angular or VueJS
- ✓ Good interpersonal skills and proven ability to work in a highly team-oriented environment

#### **4. Remuneration**

- Salary:
  - Basic Salary: MVR 21815/-
  - Job allowance: MVR 12495/-
  - Attendance allowance: MVR 340/-
- Overtime Compensation: Overtime will be given according to the established procedure.

#### **5. Working Hours**

- Flexible working hours.
- Must complete a minimum of 6 productive hours within any 24-hour period.

#### **6. Selection Criteria**

The candidate will be shortlisted as per the following criteria:

- Academic Qualifications (20 points)
- Software development technical experience (10 points)
- Presentation (20 points)
- Interview (50 points)

#### **7. Interview**

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

#### **8. 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: [jobs@acc.gov.mv](mailto:jobs@acc.gov.mv), or [hr@acc.gov.mv](mailto:hr@acc.gov.mv)