



Maldives Digital Service

Male', Republic of Maldives

JOB OPPORTUNITY

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Iulaan No:

(IUL)1137-HR/1/2026/44

Publish Date:

Thursday, 23 July 2026

Deadline:

Wednesday, 5 August
2026
14:00 PM

Post	Senior Software Engineer
No. of Position	01
Employment Type	Contractual
Terms	The duration of the assignment is 2 (two) years from the commencement of work. The contract shall be extended after performance analysis at the end of the term.
Office	Maldives Digital Service
Job Family	Information and Communication Technology Service
Job Matrix	Software and Application Developers
Rank	PSR9
Job No	PMU009
Reporting to	Project Manager or designated staff assigned by Project Manager
Working Hours	Weekdays from 08:00 to 14:00hrs other than public holidays and provide services for an average of 44 hours a week
Remuneration (Maldivian Rufiyaa)	
Basic Salary	18,925/-
Job Allowance	10,835/-
Attendance Benefit	295/- (Daily): As per National Pay framework
Overtime	As per National Pay framework
Pension	As per Maldives Pension Act

The Maldives Digital Service (MDS), under the strategic direction of its Senior Management, is leading the implementation of the MDS Strategic Action Plan and Maldives 2.0 initiatives to advance the Government's vision of a digitally empowered nation. MDS focuses on strengthening digital government,



Maldives Digital Service

Male', Republic of Maldives

digital economy, and digital society through the establishment of a unified government technology stack, interoperable open data platform, national digital identity system, and secure service delivery frameworks. It will develop national ICT standards, policies, and governance mechanisms to ensure secure, resilient, and citizen-centric digital services across government. Key investments include the Sovereign National Cloud, National Data Center enhancement, and disaster recovery capabilities to safeguard critical government systems. The initiative also promotes transparency, interoperability, innovation, and public and private-sector collaboration while supporting ICT industry growth, emerging technology adoption, capacity building, and international expansion of Maldivian technology services, positioning the Maldives as a regional leader in digital transformation and innovation

Objectives

The Maldives Digital Service (MDS) intends to recruit a **Senior Software Engineer** to support the implementation of the organization's mandate and the Maldives 2.0 digital transformation initiatives. The selected candidate will work collaboratively within a team environment, supporting the Team Leader in the design, development, implementation, and overall management of assigned digital service products and solutions. This role will contribute to the delivery of innovative, secure, and efficient digital services in alignment with Maldives digital transformation objectives

Key Responsibilities

The Key responsibilities of the **Senior Software Engineer** include, but is not limited to the following:

1. Design, develop, test, deploy, maintain, and provide technical support for software applications, digital services, and software platforms throughout the software development lifecycle.
2. Collaborate with system owners, business stakeholders, and relevant users to understand requirements, analyze business needs, and translate them into effective technical solutions.
3. Follow Agile software development methodologies and actively participate in Agile practices, including sprint planning, backlog refinement, sprint reviews, retrospectives, and other collaborative development activities.



Maldives Digital Service

Male', Republic of Maldives

4. Follow software engineering best practices, including Test-Driven Development (TDD), secure coding practices, code reviews, version control, automated testing, and continuous integration and deployment practices.
5. Design and implement scalable, secure, reliable, and maintainable software solutions in accordance with established architecture, coding standards, and organizational requirements and published Software Development Policy.
6. Troubleshoot and resolve software defects, technical issues, performance challenges, and system incidents to ensure the reliability and continuous improvement of digital services.
7. Write, revise, and maintain software documentation, technical specifications, operations documentation, deployment procedures, and user guides in accordance with established standards.
8. Collaborate with cross-functional teams, including project management, cybersecurity, infrastructure, DevOps engineer and operations teams, to ensure successful delivery and operation of digital services.
9. Support project planning, implementation, monitoring, and reporting activities for assigned digital initiatives while ensuring compliance with MDS ICT policies, standards, security requirements, and governance frameworks. Support the Senior Software Engineer and Project Coordinator in planning, management, and reporting on the progress of implementation of the assigned digital service products in accordance with the Digital Development Action Plan by the MDS.

Qualifications and Experience

1. A bachelor's degree (MQA Level 7 or 8) in work related field, with a minimum of Eight (08) years of professional work experience in a related area; **OR**
2. A master's degree (MQA Level 9) in work related field, with a minimum of Four (04) years of professional work experience in a related area; **OR**
3. PhD (MQA Level 10) in work related field.



Maldives Digital Service

Male', Republic of Maldives

Education and Experience Field

- Information and Communication Technology related field

Preference will be given to candidates with:

1. Experience developing enterprise web applications, workflow-based systems, and government digital services using technologies such as PHP, .NET / ASP.NET, Java, Node.js, or equivalent frameworks.
2. Experience developing workflow automation solutions, including approvals, task management, case management, and business process automation.
3. Experience developing and integrating REST APIs, web services, and enterprise system integrations.
4. Experience working with relational and non-relational databases such as MySQL, PostgreSQL, Microsoft SQL Server (MSSQL), MongoDB, MariaDB, or Oracle, including database design and optimization.
5. Experience implementing secure application features, including authentication, authorization, role-based access control, and user management.
6. Experience developing reporting, dashboards, data processing, and management information capabilities.
7. Experience with Agile software development practices, version control, automated testing, CI/CD pipelines, and secure software development practices.
8. Experience integrating digital government platforms, identity services, or shared government systems is an added advantage.

Other Benefits:

1. Training and Learning Opportunities as per Maldives Digital Service Policies and Standards
2. Participate in the “Maldives Retirement Pension Scheme”
3. Ramadan Allowance
4. Leave in accordance with the rules and regulations of Maldives Employment Act.

Other Obligations:

The Senior Software Engineer:

1. The role is based on under Maldives Digital Service and will be required to provide support to internal and external customers.



Maldives Digital Service

Male', Republic of Maldives

2. Is expected to report to work on **Weekdays from 08:00 to 14:00hrs other than public holidays and provide services for an average of 44 hours a week**
3. shall provide all the necessary reports and updates to the **Project Manager or designated staff assigned by Project Manager** whenever needed.
4. Is required to report to work in official attire.

Services and Facilities:

Office space and other facilities such as computers will be provided as required

Selection Criteria:

The **Senior Software Engineer** will be selected based on the following criteria.

#	Criteria	Points
1	Interview	40
2	Work Experience	30
3	Additional Skills / Expertise	20
4	Educational Qualification	10
	Total	100

Short listing and Interview Process

Applicants will be shortlisted based on their educational qualifications and relevant experience. Shortlisted candidates will be informed by Maldives Digital Service regarding the interview and examination process.

Application Submission and Deadline

The deadline for applications to the **Senior Software Engineer** position is **Wednesday, 5 August 2026**, at **14:00 PM**. All interested candidates are required to submit their job application, along with the following documents, via the official email address **jobs@mds.gov.mv** before the deadline.

Please submit all required documents as a single PDF file.

1. Curriculum Vitae
2. Copy of National ID Card (Both Sides)



Maldives Digital Service

Male', Republic of Maldives

3. Accredited copies of Academic Certificates
4. If the **academic certificate** has not yet been issued, applicants must provide a **letter of completion** from their university, along with a **Qualification Assessment Report** from the Maldives Qualification Authority confirming that the completed course is accredited at the appropriate level.
5. Employment Verification Letter from previous employer(s), detailing the work carried out, details of technologies and equipment involved in the work, and duration of the responsibilities.
6. Valid police report
7. Candidates shall submit additional documents to prove expertise/experience highlighted in the selection criteria

Publishing A2 Sheet (Point Allocation Sheet)

The A2 sheet will be made publicly available at the Maldives Digital Service office and on the official Maldives Digital Service website within **three days** after the interview. Any complaints regarding the allocation of points must be submitted to **jobs@mds.gov.mv** within three days of the A2 sheet's publication.

Extra Information

For any inquiries regarding this Terms of Reference, please contact the Maldives Digital Service at **+960-7999388** or by email at **jobs@mds.gov.mv**. Applicants are requested to include the relevant Iulaan Number in the email subject line.
