



Maldives Digital Service

Male', Republic of Maldives

JOB OPPORTUNITY

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Iulaan No:

(IUL)1137-HR/1/2026/42

Publish Date:

Thursday, 23 July 2026

Deadline:

Wednesday, 5 August
2026
14:00 PM

Post	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	PSR8
Job No	PMU048
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	17,980/-
Job Allowance	8,390/-
Attendance Benefit	225/- (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,



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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 **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 **Software Engineer** include, but is not limited to the following:

1. Assist in developing, testing, deploying, and maintaining software modules and components under the guidance of Senior Software Developers and Software Developers.
2. Support the implementation of software features and enhancements based on approved requirements, technical designs, and coding standards.
3. Apply software development best practices, including secure coding practices, version control, code quality standards, and testing approaches.
4. Participate in software development activities throughout the software development lifecycle, including coding, testing, debugging, deployment, and maintenance activities.



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5. Assist in identifying and resolving software defects, technical issues, and bugs to support the reliability and improvement of digital services.
6. Participate in Agile software development activities, including sprint activities, task discussions, testing activities, and team collaboration sessions.
7. Prepare and maintain basic technical documentation, including code comments, technical notes, and relevant system documentation.
8. Support software testing, quality improvements, application updates, and maintenance activities for assigned digital service products.
9. Complete assigned development tasks within agreed timelines, provide progress updates, and seek guidance when required to ensure successful delivery.
10. Continuously develop technical knowledge, learn new technologies, and improve software development skills to contribute effectively to MDS initiatives.

Qualifications and Experience

1. A bachelor's degree (MQA Level 7 or 8) in work related field, with a minimum of four (4) years of professional work experience in a related area; **OR**
2. A master's degree (MQA Level 9) in work related field.

Education and Experience Field

- Information and Communication Technology related field

Preference will be given to candidates with:

1. Experience developing administrative and HR management systems, including employee records, workflows, approvals, reporting, and organizational processes.
2. Experience developing full-stack web applications using technologies such as PHP, .NET / ASP.NET, Java, or Node.js.
3. Experience working with databases such as MySQL, PostgreSQL, Microsoft SQL Server (MSSQL), MongoDB, MariaDB, or Oracle, including database design and optimization.
4. Experience developing workflow-based applications, including approval processes, task management, role-based access, and business process automation.



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5. Experience in developing HR modules such as employee information management, leave management, attendance, performance management, and related HR processes.
6. Experience developing administrative modules, including user management, organizational structures, forms, dashboards, reporting, and document management.
7. Experience developing REST APIs, system integrations, and data exchange services with other applications.
8. Experience implementing role-based access control, authentication, authorization, and permission management.
9. Experience with .NET technologies including C#, ASP.NET, .NET Core, Entity Framework, and Web API are an added advantage.
10. Experience integrating with enterprise systems such as payroll, finance, identity platforms, or other business management 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 Software Engineer:

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



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Services and Facilities:

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

Selection Criteria:

The **Software Engineer** will be selected based on the following criteria's

#	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 **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)
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.



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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.
