



Terms of Reference

Senior Software developer

A. Background

The National Social Protection Agency (NSPA) is mandated under the National Social Health Insurance Act (15/2011) to administer and implement social protection programs. NSPA is also the agency responsible to administer the National Social Health Insurance Act (15/2011), social protection allowances under the Social Protection Act (2/2014) and the disability allowance under the Disability Act (8/2010).

NSPA is working to establish a comprehensive digitalized mechanism to manage information, including a Document Management System (eNSPA), Social Registry System, NSPA Digital Services and Call Center management Application. There is also ongoing work to digitize the programs under NSPA and develop a separate Mobile Application for the existing digital services, for use by potential beneficiaries to submit applications, for targeting, payment updates, case management and monitoring.

B. Objective

The objective of the proposed assignment is to design, develop and integrate software systems related to social protection using modern technologies/techniques in line with policies of NSPA to improve services delivered effectively.

C. Scope of Work - Key tasks and responsibilities

Application Development and Integration:

- Design, develop, and deploy in-house applications in accordance with organizational requirements and specifications
- Participate in the complete software development lifecycle, from requirements gathering and analysis through to testing, deployment, and maintenance
- Develop and implement integrations between multiple systems, including the Document Management System (DMS), NSPA Digital Services, Beneficiary Portal, and third-party applications
- Ensure seamless data flow and interoperability across all organizational software platforms

System Maintenance and Enhancement:

- Maintain, modify, and enhance the Social Registry, NSPA Digital Services and eNSPA systems to ensure optimal performance and reliability
- Implement modifications and improvements to the existing Document Management System based on organizational needs and user feedback
- Ensure smooth functioning and compatibility of newly developed applications with existing systems

Stakeholder Collaboration:

- Collaborate with end users and stakeholders to gather requirements, identify improvement opportunities, and develop new modules for the NSPA Digital Services
- Work collaboratively with in-house and external development teams in testing, debugging, and deploying applications
- Provide technical guidance and support to team members as needed

Documentation and Reporting:

- Develop and maintain comprehensive technical documentation, including system architecture, API specifications, and code documentation
- Create and update user manuals and training guides for all developed applications
- Design and implement a centralized reporting module that integrates with all key organizational applications and provides actionable insights

Technical Support and Problem Resolution:

- Liaise with network administrators and IT infrastructure teams to diagnose and resolve application-related issues
- Troubleshoot and resolve technical problems in a timely and efficient manner
- Implement proactive measures to prevent system failures and ensure business continuity

D. Composition of the Review Committee to Monitor Senior Developer's Work

- The Software Developer will work under the direct supervision of the Head of IT Section at NSPA and collaborate closely with the NSPA IT team throughout the assignment period.
- Physical attendance is compulsory as payments will be made monthly.
- Workspace and necessary resources will be provided by NSPA. Where required, off-site work arrangements may be facilitated in accordance with the Maldives Civil Service Regulations.

E. Procedure for Review of Outputs

Performance evaluations will be conducted by NSPA Senior Management on a semi-annual basis. Each deliverable and milestone will be assessed against predefined criteria and benchmarks. The evaluation outcomes will be formally communicated to the Senior Developer and relevant stakeholders as appropriate.

F. Duration and Remuneration

The services of the Senior gazSoftware Developer are required for 1 year, with the potential to extend for an additional 1 year based on need and performance.

G.

Details	MVR
Salary per Month	18,925.00
Job allowance	10,835.00
Attendance Allowance	295/- (Per working day)
Pension	-1,324.75

H. Qualifications and Experience

- a. Level 10 of the National Qualifications Framework in a field relevant to the position or
- b. Level 9 of the National Qualifications Framework in a relevant field and 4 years work experience in the field of work.
- c. Level 7 or 8 of the National Qualifications Framework in a field relevant to the position, with 8 years' work experience in the field of the position acquired

I. Academic Disciplines:

1. Software Engineering
2. Information Security Engineering
3. Computer Science
4. Computer Engineering Technology
5. Information Technology
6. Digital Media and Information Resource Design
7. Multimedia and Information Resource Design
8. Multimedia Management and Webmaster
9. Computer and Information Security
10. Computer and Information Security Audit
11. Cyber Security
12. Cyber Security and Threat Intelligence
13. Cyber Intelligence and Security
14. Cyber security and forensics
15. Cyber Security Analysis
16. Cyber Security and Data Governance
17. Applied Data Science and Cyber Security
18. Digital Forensics
19. Artificial Intelligence
20. Applied Artificial Intelligence
21. Artificial Intelligence and Robotics
22. A.I and Machine learning
23. Creative Technologies and Artificial Intelligence
24. Artificial Intelligence and Sustainable Technologies

Note: In addition to the certificates mentioned above relevant certifications (e.g., CISSP, CEH, AWS Certified Security, Laravel/Java Enterprise) are advantageous, though equivalent documented professional experience will be accorded equal consideration

J. Career Filed

1. Technical operations and research initiatives pertaining to the field of information communication technology.

K. Required Technical Skills and Competencies

a. Technical Competencies

- i. Proven expertise in PHP (Laravel) and/or Modern Java for high-performance backend services.
- ii. Advanced proficiency in RESTful API design and OpenAI/Swagger documentation
- iii. Familiarity with both frontend and backend frameworks (e.g., React or Node.js/Java)
- iv. Advanced knowledge of relational database management systems (MySQL, PostgreSQL), including database design, optimization, and query performance
- v. Experience with RESTful API development and third-party system integration
- vi. Proficiency in **automated testing**
- vii. Mastery of version control systems (Git) (branching, rebasing, CI/CD pipelines)
- viii. Experience with containerization (Docker) and orchestration (Kubernetes/Docker Compose)
- ix. **Deep understanding of Application Security (OWASP Top 10)**
- x. Demonstrable experience implementing data encryption (AES, RSA) for data-at-rest, and TLS/HTTPS for data-in-transit
- xi. Advanced proficiency in Relational Databases including complex query optimization, indexing, and database migration strategies.
- xii. v. Working knowledge of NoSQL databases for handling unstructured integration data.
- xiii. Experience with centralized logging and monitoring
- xiv. Experience implementing Secure Authentication/Authorization protocols
- xv. Experience implementing Secure Authentication/Authorization protocols
- xvi. Understanding of software development lifecycle and agile methodologies

b. Professional Competences

- Excellent verbal and written communication skills in both Dhivehi and English
- Strong analytical and problem-solving abilities
- Proven ability to manage multiple tasks and meet deadlines
- Capacity to work independently and collaboratively within a team environment.

L. Application Requirements

Applicants must submit the following documents:

1. Detailed curriculum vitae (CV)
2. Copy of valid National Identity Card

3. Certified copies of educational certificates and transcripts
4. Professional certifications and training certificates (if applicable)
5. Reference letters from previous employers (minimum two)

Note: All submitted documents must be clear, legible, and valid. Applications with incomplete documentation will not be considered.