



JOB OPPORTUNITY

Reference Number

MND/PO/J/26/27

Date

24 August 2026

Maldives Innovation
and Digital Company

+960 3335777
info@mindco.mv

G. Niusha, 5th Floor
Lily Magu, Malé 20130
Republic of Maldives

Post	Lead Full-Stack Engineer
No of Positions	01
Employment Type	Contractual Full-Time
Terms of Employment	This is a one-year assignment from the commencement of work. Contract renewal eligibility requires both the successful completion of probation and a satisfactory annual performance review
Location	Head Office / Male'
Remuneration	Based on qualifications and experience

BACKGROUND

MindCo is seeking an experienced Lead Full Stack Engineer to lead the design, development, and delivery of scalable, secure, and maintainable digital platforms.

The successful candidate will combine strong hands-on software engineering capabilities with technical leadership, team management, system architecture, and delivery responsibilities. The role will have a strong emphasis on Go (Golang) for backend development and React.js for modern web application development.

The Lead Full Stack Engineer will work closely with digital health analysts, UI/UX designers, full stack developers, and other stakeholders to translate requirements into robust technical solutions and ensure successful delivery of software projects.

OBJECTIVE

To recruit a technically strong Lead Full Stack Engineer who can:

- Lead and mentor a team of software developers.
- Design and implement scalable software architectures.
- Develop high-quality backend services using Go (Golang).
- Develop modern web applications using React.js.
- Establish development and engineering standards.
- Oversee DevOps, deployment, monitoring, and production operations.
- Ensure software projects are delivered securely, reliably, and on schedule.

KEY RESPONSIBILITIES

Technical Leadership

The Lead Full Stack Engineer shall:

- Provide technical leadership across software development projects.
- Lead and mentor software engineers and establish good engineering practices.
- Conduct code reviews and ensure adherence to coding standards.
- Guide developers in architecture, design patterns, testing, security, and performance optimization.
- Participate in technical planning, estimation, sprint planning, and delivery activities.
- Identify technical risks and recommend appropriate solutions.
- Promote clean code, automated testing, documentation, and continuous improvement.

Backend Development – Go (Golang)

Strong professional experience with Go (Golang) is mandatory.

Responsibilities include:

- Design and develop scalable backend applications and services using Go.
- Develop RESTful APIs and other service interfaces.
- Design and implement microservices where appropriate.
- Develop secure authentication and authorization mechanisms.
- Implement efficient data processing and integration services.
- Optimize application performance, concurrency, and resource utilization.
- Develop unit, integration, and automated tests.
- Review and improve existing backend services and technical implementations.

Frontend Development – React.js

The candidate shall have strong experience with React.js and modern frontend development.

Responsibilities include:

- Design and develop responsive web applications using React.js.
- Develop reusable components and maintain scalable frontend architecture.
- Work closely with UI/UX designers to translate Figma designs into production-ready interfaces.
- Integrate frontend applications with backend APIs.
- Implement state management, form handling, validation, and error handling.
- Ensure accessibility, performance, responsiveness, and cross-browser compatibility.
- Guide frontend developers on best practices and architecture.

System Architecture

The Lead Full Stack Engineer shall be responsible for:

- Design scalable and maintainable system architectures.
- Evaluate and select appropriate technologies and architectural patterns.
- Design service boundaries, APIs, databases, integrations, and communication patterns.
- Develop architecture diagrams and technical specifications.
- Consider scalability, availability, security, performance, and maintainability in system design.
- Conduct technical reviews of proposed solutions.
- Ensure architecture decisions are properly documented.
- Identify opportunities to modernize and improve existing systems.

DevOps & Infrastructure

The candidate shall provide technical leadership in development and deployment operations, including:

- Design and maintain CI/CD pipelines.
- Manage containerized applications using Docker.
- Support cloud-based deployments and infrastructure.
- Implement automated build, testing, and deployment processes.
- Establish application monitoring, logging, alerting, and observability.
- Troubleshoot production and infrastructure issues.
- Implement secure deployment and configuration management practices.
- Work with infrastructure and DevOps teams to improve reliability and deployment efficiency.

Team Management

The Lead Full Stack Engineer shall:

- Lead and coordinate the software development team.
- Assign technical tasks and provide guidance to team members.
- Mentor junior and mid-level developers.
- Conduct technical knowledge-sharing sessions.
- Review individual and team technical performance.
- Support recruitment and technical interviews where required.
- Establish development standards and best practices.
- Encourage collaboration between developers, analysts, designers, QA engineers, and other project stakeholders.

Documentation

The candidate shall ensure that appropriate technical documentation is produced and maintained, including:

- System architecture documentation.
- Technical design documents.
- API documentation.
- Database and data model documentation.
- Infrastructure and deployment documentation.
- Development and coding standards.
- Integration specifications.
- Technical decision records.
- System operational and troubleshooting documentation.

Software Delivery

The Lead Full Stack Engineer shall:

- Work closely with the Project Planner / Business Analyst to understand requirements.
- Translate functional requirements into technical specifications and development tasks.
- Work with UI/UX designers to ensure designs are technically feasible and correctly implemented.
- Coordinate with QA engineers to ensure adequate testing coverage.
- Review completed work against technical requirements.
- Support User Acceptance Testing (UAT), deployment, and production releases.
- Ensure projects are delivered according to agreed technical, quality, and performance standards.

REQUIRED QUALIFICATION & EXPERIENCE

Education

- Bachelor's degree in Computer Science, Software Engineering, Information Technology, or a related field.
- Equivalent professional experience may be considered.

Mandatory Technical Requirements

Candidates must demonstrate:

- Strong professional experience with Go (Golang).
- Strong experience designing and developing backend services and APIs.
- Strong experience with React.js.
- Strong knowledge of JavaScript and/or TypeScript.
- Strong understanding of software architecture and design patterns.
- Experience with relational databases such as PostgreSQL or MySQL.

- Experience with Git and modern software development workflows.
- Experience with automated testing and code quality practices.
- Experience working with REST APIs and third-party integrations.
- Experience working in Agile/Scrum development environments.
- Demonstrated experience leading or mentoring software development teams.

Preferred / Optional Skills

Experience with the following will be considered an advantage:

- Laravel / PHP.
- Microservices architecture.
- Redis and message queues.
- PostgreSQL.
- GraphQL.
- Kubernetes.
- Cloud platforms such as AWS, Azure, or Google Cloud.
- Infrastructure as Code.
- Automated security and vulnerability scanning.
- Observability platforms and distributed tracing.

Added Advantage

Experience in the following areas will be considered a significant advantage:

Enterprise-Level Development

- Experience designing and developing enterprise-scale systems.
- Experience with high-volume, high-availability applications.
- Experience integrating multiple enterprise systems.
- Experience with distributed systems and microservices.
- Experience implementing enterprise security and access-control models.
- Experience with government, financial, health, or other large-scale digital platforms.

DevOps

- Strong Docker experience.
- CI/CD implementation.
- Cloud infrastructure.
- Kubernetes and container orchestration.
- Application monitoring, logging, and observability.

KEY COMPETENCIES

The successful candidate should demonstrate:

- Strong technical leadership and decision-making skills.
- Excellent problem-solving and analytical abilities.
- Strong system design and architecture capabilities.
- Ability to lead and mentor technical teams.

- Strong communication and stakeholder management skills.
- Ability to translate complex requirements into practical technical solutions.
- Strong understanding of software development lifecycle.
- Excellent documentation and technical writing skills.
- Ability to work under deadlines and manage competing priorities.
- Commitment to software quality, security, and maintainability.

KEY DELIVERABLES

The Lead Full Stack Engineer will be expected to deliver and maintain:

- Scalable and maintainable backend systems using Go.
- Modern web applications using React.js.
- System architecture and technical design documentation.
- API and integration specifications.
- Development standards and coding guidelines.
- CI/CD pipelines and deployment processes.
- Technical documentation and system runbooks.
- Code reviews and technical quality assurance.
- Technical mentoring and development team guidance.
- Production-ready software releases.
- Architecture recommendations and technical improvement plans.

APPLICATION SUBMISSION

Interested candidates are invited to submit their completed job application form together with an up-to-date CV to talent@mindco.mv no later than 16:00 hrs on 02nd September 2026.

ADDITIONAL DOCUMENTS FOR SHORTLISTED CANDIDATES

Please be informed that applicants who are shortlisted will be contacted for an interview and will be required to provide the following documents via email to talent@mindco.mv upon notification:

- A recent passport-size photograph (digital copy)
- A scanned copy of the National ID card
- Scanned copies of educational certificates
- Employment reference letters from previous employers
- Valid police report

OUR COMMITMENT TO DIVERSITY & INCLUSION:

At MINDCo, we champion an inclusive and respectful workplace where everyone has equal opportunities to thrive. We welcome applications from all qualified individuals, and we strongly encourage women to apply.