



Ministry of Climate Change, Environment and Energy
Republic of Maldives

Date: 22 September 2026

Announcement Reference No: (IUL)1139-HR/1139/2026/187

Terms of Reference

Location: Addu Nature Park/ Addu Biosphere Reserve

Position: Ranger 1

Type of Contract: Individual

Thematic Area: Environment Conservation

1. Responsibilities and detailed tasks:

The Ranger, as a member of Addu Biosphere Reserve, is responsible to providing support to Addu Nature Park and Biosphere Reserve's team, to help in monitoring Addu Biosphere Reserve's Protected Areas and the development and implementation of management plan for the protected area.

The Ranger's main responsibilities include:

- Advising those who engage in illegal activities as well as those who violate established management plans and reporting illegal activities to the Environmental Regulatory Authority.
- Monitoring to ensure that all parties using the protected areas in Addu Biosphere Reserve comply with the established management plans and the Addu BR management plan.
- Monitoring and inspecting the protected areas in Addu BR pursuant to the Maldives Environmental Protection and Preservation Act (Act No. 4/93).
- Ensuring that protected areas in Addu BR are utilized in accordance with the management plans formulated for these areas.
- Engaging with stakeholders and working with Addu Nature Park in creating awareness regarding protected and conserved areas.
- Overseeing the daily operations of Addu BR, along with the patrolling sheets, visitor related issues and other maintenance works.
- Providing all necessary assistance to visitors of the protected areas in Addu BR.
- In addition, carrying out all necessary tasks related to the protected areas in Addu BR in collaboration with relevant government authorities and various industries operating within the atoll.

2. Qualifications required:

The Ranger is expected to meet the following minimum qualifications and should provide CVs and supporting documents for the following requirements:

Minimum qualification:

- MQA Level 5 or 6 certificate.

Other evaluated Qualifications/Skills:

- Sound understanding of Protected Areas regulation and other relevant Laws and Regulations.
- Ability to work effectively with counterpart staff at all levels and with all groups involved in the project.
- Ability to work with a wide range of stakeholders across various sectors and at all levels, to develop durable partnerships with collaborating agencies.
- Strong communication skills, especially in dealing with a wide range of stakeholders and resource users, presentation and reporting skills.
- Very good interpersonal skills, including facilitation of meetings, and building connections with the communities.
- Proficiency in the use of computer software applications, all applications of the MS Office package
- Language skills in Dhivehi and English (writing, speaking and reading)

3. Collaboration, Guidance and Supervision

- The Ranger will be contracted by the Ministry of Climate Change, Environment and Energy and is fully accountable to the Ministry on the quality and timely delivery of his/her work under the contract. During the period of work, the Ranger will work under the guidance and supervision of the Addu BR Environmental Conservation Coordinator, and will be based in S.Hithadhoo

4. Duration of the Assignment

- The Ranger will be hired for a period of 12 months with the possibility of extension based on performance appraisal.

5. Remuneration

- Basic Salary: MVR 4,465/- per month
- Job Allowance: MVR 1,500/- per month
- Minimum Wage Allowance: 236/80 per month
- Overtime and Public Holiday Pay: Payment for work carried out during overtime hours and on public holidays will be made in accordance with the established policy.
- Salary will be disbursed as a monthly salary. Salary will be paid on one of the last two days of the month, after deducting pay for unauthorized absent days, deducting from the Civil Service Allowance for days on medical leave, and deducting pay for late attendance.
- Deductions required by law or pursuant to a court order shall be deducted. - When paying the employee's salary, deductions will be made for the following:

1. Pension Fund (7% of salary)
2. Any payments owed to the office under any law or regulation

6. Selection Criteria

The Ranger will be selected based on the following criteria. Only the candidates who meet the minimum qualification listed under section 3 will be selected for the interview.

Criteria	Weightage (%)	Documents Evaluated
Achieved minimum academic qualification	20	<i>Copies of Accredited Certificate</i>
Achieved minimum work experience	40	<i>Letters of experience</i>
Interview	40	<i>In-person Interview</i>

7. Application

The applicants shall submit their applications along with the following documents:

- Letter of Expression Of Interest (EOI)
- Detailed Curriculum Vitae
- Copies of Accredited certificates and/or valid license
- Letters of work experience
- Copy of National ID card
- Any other document that may support the application
- Applicants working in Civil Service must provide a letter of no-objection from their office
- Applicants working in projects must provide a letter of no-objection from their project director

8. Submission

Interested candidates may email their proposals on or before 1000hrs of 29 August 2026 to the following address.

Human Resource Department
 jobs@environment.gov.mv
 Ministry of Climate Change, Environment and Energy
 Faashanaa Maalan, Dharubaaruge, Ameenee Magu, Male', Maldives