



Ministry of Health, Family and Welfare

Terms of Reference
Senior Software Engineer
Ministry of Health, Family and Welfare

A. Background

Ministry of Health, Family and Welfare is a government institute with the mission to ensure that the entire country contributes to achieving excellence in high-quality health care that is affordable, equitable, and accessible, resulting in a health population. Ministry of health, Family and Welfare is executing a comprehensive digital transformation initiative to modernize and strengthen the health sector across the Maldives. In alignment with national digitalization strategies, the Ministry is focused on upgrading IT infrastructure, deploying advanced health applications, boosting productivity, and establishing flexible, modern work environments, including hybrid and remote frameworks.

The Ministry is seeking a skilled **Senior Software Engineer** to oversee and manage the development of healthcare applications and streamline connectivity across the healthcare network nationwide. The ministry is seeking an individual Consultant for the role.

B. Objectives

The primary objective of the **Senior Software Engineer** is to design, develop, and deploy scalable software applications that streamline and enhance service management across the Ministry of Health and Family Welfare and its affiliated organizations.

C. Scope of Services

Under this TOR, the scope of work which the **Consulted** is expected to work alongside the MoHFW team on the following areas:

- Design, code, test, debug and maintain the digital service products.
- Determine operational feasibility by evaluating analysis, problem definition, requirements, solution development and proposed solutions.
- Develop tests and deploy applications as per organizational needs.
- Maintain systems as required by the Ministry for all the organizations under the Ministry of Health, Family and Welfare.
- Write, revise and maintain Standard Operating Procedures, software program documentation, operations documentation, and user guides following standards practiced

by MDS. The documentation must be clear and detailed and should use tools such as UML, flowcharts, layouts, diagrams, charts, code comments and clear code.

- Ensure and enforce that all development activities are carried out in accordance with the set standards in the organization and fully adhere to change and configuration management best practices set forth by the Project Coordinator.
- Prepare and install solutions by determining and designing system specifications, standards and programming.
- Work collaboratively with other departments and divisions to achieve organizational goals and accomplish the organization's mission by completing related results as needed.
- Collaborate with the team in enhancing and existing ELMIS to meet the needs of the Ministry.
- Any other duties that may be assigned from time to time.

D. Reporting Mechanism, Working Hours, Deductions and Leave Details

The Senior Software Engineer shall report to the head of Information Technology Department on the status of the assignment on a regular basis.

Working Hours: 6hrs between 08:00 and 18:00. The employee hired may be required to work additional hours outside the above working hours during the term of the contract.

The employee hired will be entitled to Pension deduction as per Maldivian Pension Act from the Monthly Basic Salary (7%).

During the tenure of this Contract, leaves for the Consultant shall be provided and maintained in accordance with the Employment Law of the Maldives (Law No. 2/2008) and Civil Service Regulation.

E. Code of Conduct

The employees hired under this TOR, shall follow and maintain the standard of professional code of Conduct set by the Civil Service Commission and Policies, Standards, Guidelines and SOP's set by Ministry of Health, Family and Welfare and disciplinary actions to be applied for violations of these standards.

F. Required Expertise and Qualifications

- The applicant must hold a master's degree in information technology or a related field and must demonstrate a good command of knowledge in the areas of application designing and development.
- At least 04 (Four) years of experience in a relevant field. Priority will be given to applicants with prior experience in Laravel framework, Vue.js, react, PostgreSQL, NodeJS, Python

- Excellent Knowledge in designing scalable applications for large concurrent usage.
- Proficiency in deploying applications using docker, CI CD.
- Excellent knowledge in managing Linux servers and configuring services.
- Ability to effectively prioritize and execute tasks in high-pressure environments is crucial.
- Ability to manage multiple projects and work to tight deadlines.
- Experience in working both independently and in team oriented, collaborative environment is essential.

G. Contract Duration

The contract duration is **24 Months**. Upon signing of the contract, 3 months shall be counted as the probationary period. The contract shall be renewed based on performance, need and funding.

This contract is expected to commence in November 2026.

H. Remuneration

The Senior Software Engineer will receive monthly remuneration in accordance with the Public Service Pay framework as follows:

Basic salary	MVR 18,925
Job Allowance	MVR 10,835
Attendance allowance	MVR 295 per working day
Other Allowances and Overtime	In accordance with the Public Service Pay framework

I. Selection criteria

The staff will be selected based on the following criteria.

Selection Criteria	Weightage (%)
Academic Qualification	30
Relevant Experience	30
Interview	30
Presentation	10
* Only qualified candidates will be called for the Interview. Highest mark scored candidate will be selected for the position.	