بسم الله الرحمن الرحيم

Payment Maldives

TERMS OF REFERENCE

Position:	Network Engineering Associate
Rank / Classification:	Associate
Division	Technology, Product and Innovation Division
Employment Type:	Permanent/ Full Time
Reporting Line:	Chief Technology Officer (CTO)

1. Background & Scope

The Network Engineering Associate is responsible for designing, implementing, securing, and continuously improving the organisation's core network infrastructure, including LAN, WAN, data centre, wireless, and perimeter networks. The role encompasses the end-to-end management of routing, switching, network security, segmentation, and core network services to ensure high availability, reliability, and optimal performance. The position also involves proactive network monitoring, troubleshooting, automation, configuration management, and security hardening, while adhering to industry best practices and internal IT policies.

2. Key Responsibilities

- **Network Infrastructure Management:** Design, deploy, and maintain core enterprise networking infrastructure, including data centre routing, switching, and multi-vendor connectivity across diverse environments.
- **Network Security & Access Control:** Administer enterprise firewalls, security appliances, intrusion detection mechanisms, and secure access controls to protect organizational data and perimeter defences.
- **Network Segmentation & Resilience**: Implement and maintain secure network segmentation, support routine vulnerability assessments, and ensure robust disaster recovery and redundancy measures.
- **WAN & Connectivity Operations:** Manage wide-area networks, site-to-site VPNs, external partner links, and cloud/hybrid connectivity to maintain secure and reliable multi-site communications.

- **Core Network Services:** Oversee essential network services, including load balancing, DNS, DHCP, time synchronization, and digital certificate management.
- **Monitoring, Troubleshooting, and Lifecycle Management:** Monitor network performance metrics, rapidly diagnose and resolve incidents, manage firmware updates, and maintain up-to-date technical documentation and topology maps.

3. Qualifications & Experience

- Bachelor's degree in computer science, Information Technology, Network Engineering, Telecommunications, or in a related field.
- Hands-on experience in enterprise or data centre network engineering and experience in configuring routing protocols, switching architectures, VPN tunnels, VLANs, and firewall policies in production environments will be an added advantage.
- Strong analytical and problem-solving skills, with a track record of troubleshooting complex network issues, managing change control procedures, and coordinating vendor support.
- Relevant industry certifications (such as CCNA, CCNP, NSE, or equivalent networking/security credentials) represent a strong advantage.

4. Deliverables

- **Architecture & Documentation:** Detailed network design specifications, up-to-date network topology maps, IP addressing records, and segmentation documentation.
- **Security & Compliance Standards:** Hardened device configuration templates, security audit compliance documentation, and access control audit trails.
- **Operations & Observability:** Fully operational network monitoring and alerting dashboards, automated configuration backups, and standardized operational runbooks.
- **Performance & Capacity Reporting:** Regular reports tracking network availability, bandwidth capacity utilization, and connectivity or disaster recovery testing results.

Specific deliverables and timelines may be determined through annual or periodic work plans approved by the CTO.