## Terms of Reference

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| **Position Title:** | Director, Transport Management |
| **Missco Code:** | 1324 |
| **Skill Level:** | 4 |
| **Public Service Rank:** | 9 |
| **Type of Appointment:** | Full-Time Contract |

**Scope of work**

The Director, Transport Operations, will work under Greater Male Transport and Mobility Office (GMTMO). Key responsibilities include:

1. Conduct audits of road markings and traffic signage, implement prompt corrective measures at high-risk locations, and plan and carry out the work required to introduce dedicated lane markings for two-wheeled vehicles.
2. Develop and implement national standards based on the Vienna Convention.
3. Plan and implement the establishment of pedestrian-priority and pedestrian-only zones; complete feasibility studies and designs for elevated walkways; enforce interim controls for roadside repairs and loading activities; complete a parking inventory; and identify sites for parking structures.
4. Plan and undertake assessments of garage utilization and garage capacity to support the audit of the Greater Malé Region Parking Management Plan.
5. Plan and implement the introduction of regulated roadside parking fees; establish controlled parking zones near hospitals and schools; and expand the smart parking system on a city-wide basis.
6. Plan and implement improvements to bus service frequency on Malé–Hulhumalé routes and introduce school bus services.
7. Develop contingency ferry plans and service standards for bridge and road disruptions, and plan and implement the introduction of electric minibuses and an integrated ticketing system.
8. Conduct traffic flow studies and implement measures to reduce congestion in school zones, while also assessing and implementing one-way traffic systems in high-congestion areas.
9. Utilize live traffic data to review and optimize the circulation network and conduct a comprehensive review and improvement of the road network every three years using real-time traffic data.
10. Undertake feasibility and design studies required for establishing a Traffic Management Center (TMC), develop Standard Operating Procedures (SOPs) for incidents and emergencies, and plan and implement the establishment and operationalization of the Traffic Management Center.
11. Plan and carry out the development of the legal and regulatory framework required for Traffic Management Center operations.
12. Develop utility and roadworks coordination protocols and upgrade the Traffic Management Center into an integrated transport operations platform.
13. In addition, plan and carry out all Transport Operation and Traffic Management related work.

**Qualifications and Experience:**

Doctoral Degree at Level 10 of the Maldives National Qualifications Framework (MNQF) in a field relevant to the position, along with at least 2 years of work experience in a relevant managerial field
OR
Master's Degree at Level 9 of the Maldives National Qualifications Framework (MNQF) in a field relevant to the position, along with at least 4 years of work experience in a field relevant to the position and at least 2 years must be in a managerial field
OR
Degree at Level 7 or 8, or a Bachelor's Honours Degree, under the Maldives National Qualifications Framework (MNQF) in a field relevant to the position, along with at least 8 years of work experience in a field relevant to the position and at least 2 years must be in a managerial field.

**Educational Field:**

- Transport, Transport Management, Transportation Design, Transportation Planning, Transportation Sciences, Transportation and Logistics, Transport Engineering, International Transport, Urban Transport, Transport Economics.
- Air Transport Management, Air Transport and Operations Management, Aviation Management, Civil Aviation Management, Airport Management.
- Marine Transportation, Marine Transportation Operations, Nautical and Maritime Transport, Shipping and Transport, Maritime Management, Port Management, Supply Chain Management.

**Experience Field:**

- Managerial, technical, and research activities related to the field of transportation, port operations, aviation, or logistics.

**Contract Terms:**

• **Remuneration:**
Basic Salary: 16,080.00
Job Allowance: 7,505.00
Attendance Allowance: 205.00 per day

• **Contract Duration:** 2 years, renewable based on performance

• **Probation Period:** 3 months

• **Working Hour:** 09:00- 17:00

**Candidate Evaluation and Selection Process**

Candidates will be assessed through a multi-stage process that evaluates academic background, professional experience, technical knowledge, and practical skills. The process will include an interview and presentation to measure communication and delivery capabilities.

Candidates interested in providing the services are required to submit their CV, ID copy, attested certificates, experience letters and other relevant information demonstrating their qualifications and experience in the area.

15 November 2026