Terms of Reference - Software Developer

Post: Software Developer

Post Type: Permanent (Initial contract shall be 1 (one) year. The contract will be changed to a permanent contract on successful completion of performance appraisal at the end of year 1.)

Classification: Assistant Manager Gr2 Level 1

Rank: MM4

Division: Pension Administration and Technology

Department: Data and Applications

Reporting Relationships

The Software Developer will report to the Head, Data & Applications. He/she will also work closely with other members of the DA.

Scope of Work

- Actively engage in the design and development of software to provide quality, high performance, user-centered, and data-rich applications.
- Develop enhancements to existing software as well as design and develop new software.
- Collaborate in a team environment to share best practices, implement process improvements, and ensure software quality.
- Solve problems and innovate solutions on a daily basis.
- Deliver developed and tested software applications within the given deadlines.

Qualifications and Experience

- A Bachelor's Degree or equivalent professional qualification in Software Engineering, Information Technology or Business Information Technology.
- Minimum 3 years of experience in software development or 3+ years of experience with PHP.

Desired Skills and Work Experience

- Experience with back-end development framework and tools;
  - 2 years hands-on experience with an MVC framework - Laravel (preferred) / Symfony / CakePHP.
  - Expert knowledge in databases and data modelling, preferably MS SQL Server, MySQL, PostgreSQL.
  - Thorough knowledge of software security concepts and performance optimization techniques.
  - Experience in containerization tools such as docker (preferred) or Kubernetes
  - Experience in unit testing techniques and Continuous Integration

- Experience with front-end development, especially with respect to User Interface (UI) Design and User Experience (UX) Design and development;
  - Strong experience in HTML5/CSS3/SASS/LESS and related front-end frameworks and web design patterns and layouts.

- o Strong experience with JavaScript, ES6 or Typescript, JQuery, and familiarity with common JS Libraries and JavaScript code patterns.
- o Experience with either VueJS, AngularJs or React Framework.
- o Experience with frontend build tools such as gulp, web pack or other node js build systems.
- o Experience with Responsive Web Design
- o Proficient in using cross-browser/ device compatible applications and test them with the related tools
- o Knowledge of interaction with RESTful API.
- o Experience with mobile application development using react native, ionic, Cordova or native APIs will be an added advantage.

- ● Experience with software engineering in general;
  - o A strong grasp of best practices, OOP, design and analysis patterns, software modelling (UML), testing, documentation, algorithm and data structures, version control using Git or SVN.
  - o Excellent knowledge of Business Analysis best practices and experience in adapting those to different environments
  - o Experienced in requirement gathering, documenting and analysis.
  - o Comfortable both working within an existing code base and hand code from scratch.

Other Competencies
- ● Ability to work in teams, and individually with minimum supervision.
- ● Ability to manage time successfully, prioritize effectively and meet tight deadlines.
- ● Ability to work effectively under pressure.
- ● Strong interpersonal, and communication skills.
- ● Self-starter with a positive "can do" attitude.
- ● Results driven and pragmatic.
- ● Ability to take ownership and responsibility for quality.
- ● Project management skills.
- ● Ability to work in agile teams.

……………………………………

Maldives Pension Administration Office, 8th Floor, Allied Building, Chaandhanee Magu, Male', Maldives

www.pension.gov.mv   /pensionoffice   1441   +960 3309908   info@pension.gov.mv
Doc ID: 6ace2bab75d37661411ac93ec3d0a4aa1af0f75b