Date: 15th May 2022

Announcement Reference no: (IUL)164-HR/1/2022/50

Project	Digital Development Project
Position	Senior Software Engineer
Vacancy	1
Type of Contract	Individual
Duration	24 Months

Terms of Reference

1. BACKGROUND

The Ministry of Environment, Climate Change and Technology (Ministry) through the National Centre for Information Technology (NCIT) is implementing the Digital Development Action Plan from the National Resilience and Recovery (NRR) Plan of the Government. The Project will be managed by the Project Management Unit (PMU) setup within NCIT and reporting to and working under the guidance of the Ministry.

The aim of the Project is to deliver on the digital development pledges of the Government, establishing the foundational components to drive the development of digital government, digital economy and digital society. The Project will prioritize the establishment of a government technology stack and open data platform, enhancing government productivity, enable work from home and hybrid workplaces, enhancing the regulatory framework for digital development, and digital transformation of health and national care systems.

2. OBJECTIVES OF ASSIGNMENT

The Ministry intends to hire a Senior Software Engineer. The Senior Software Engineer will work for the PMU, which has been established for the implementation of the Project. The Senior Software Engineer will lead the design, implementation and operation arrangements of the digital service products assigned and ensure that activities are carried out in accordance with the best practices and recommendations of technologies.

3. OVERALL RESPONSIBILITY

The overall responsibilities of the Senior Software Engineer include, but is not limited to the following:

1. Steering the implementation and operation of the digital service products assigned in accordance with the NRR and Digital Development Action Plan by the Ministry to produce the envisaged outputs and outcomes.

2. Identifying and resolving implementation problems, and updating the Project Coordinator and Ministry leadership.

3. Consulting the Project Coordinator in planning, management and reporting on the progress of implementation of the digital service products assigned in accordance with the Digital Development Action Plan by the Ministry and liaise with all partners in implementation including PMU Staff and Contractors, Minister, Permanent Secretary, and Delegated Official of the Ministry on all aspects of the implementation throughout the duration of the Initiative.

4. SCOPE OF SERVICES

The position is within the PMU of NCIT and will be under the supervision of a Project Coordinator. In addition, his/her duties will include, but will not be limited to:

1. Responsible for providing technical expertise to the Project Coordinator in leading the designing and implementation of the digital service products assigned.

2. Plan, design and develop high-performance applications and APIs and software solutions, required for the digital service products assigned by studying information needs; conferring with users; studying systems flow, data usage and work processes; investigating problem areas; following the software development lifecycle.

3. 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.

4. Work closely with the infrastructure team to ensure the smooth operation of the production environment.

5. Continuously monitor the utilization of the digital service products assigned, fix issues that compromise system performance and lead capacity planning based on growth and evolving end-user and business requirements and changes to technologies.

6. Improve team's operation by identifying bottlenecks and gaps; recommending changes in policies and procedures.

7. Support and develop junior and mid-level software developers by offering advice, guidance and coaching to help continuously improve the performance of the team.

8. Collaborate with the team, other departments and divisions to achieve organizational goals and accomplish the organization's mission by delivering related outcomes as needed.

9. Perform all other tasks or activities required to fulfill the contractual obligations.

5. QUALIFICATIONS AND EXPERIENCE

1. Master Degree in Information Technology or Computer Science or related field, with professional work experience of 7 years or more in the field of Software development.
2. Must have 5+ years' work experience in designing and developing enterprise service solutions using;

   either PHP or .NET or Java or NodeJS with

   either MySQL or Postgres or MSSQL or MongoDB or MariaBD or Oracle.

6. ADDED ADVANTAGE - ADDITIONAL SKILLS/EXPERTISE

1. Experience in any PHP web application framework.
2. Proficient understanding of SQL.
3. Good graphics skills and knowledge in UI design.
4. Project Management Skills.
5. Time management skills with the ability to meet deadlines.

7. SCHEDULE FOR THE ASSIGNMENT

Duration of the assignment is 24 months with the potential extension based on need and performance. The successful candidate is expected to commence the services in June 2022.

This position is based at the PMU at the National Centre for Information Technology.

8. REMUNERATION AND OTHER BENEFITS

1. MVR 43,700 per calendar month, based on education and experience, as remuneration for the services provided.
2. Training and travel expenses under the PMU as budgeted under the Project and approved by the Ministry.
3. Participate in the "Maldives Retirement Pension Scheme".
4. Ramadan Allowance.
5. Leave in accordance with the rules and regulations of Maldives.

9. REPORTING OBLIGATIONS

The Senior Software Engineer:

1. The role is based within the Project Management Unit and will be required to provide support to internal and external customers.
2. Shall report directly to the Project Director on all aspects of the assigned digital service products throughout the duration of the contract.
3. Is expected to report to work on weekdays from 0800 – 1400 hours other than public holidays and provide services for an average of 44 hours a week.
4. Shall provide all the necessary reports and updates to the Project Coordinator and Project Director whenever needed.
5. Is required to report to work in official attire.

10. SERVICES AND FACILITIES

1. Office space and other facilities such as computers will be provided as required.

11. SELECTION CRITERIA

1. The Senior Software Engineer will be selected based on the following criteria's

Criteria	Points
Educational Qualification (Section E)	10
Work Experience (Section E)	30
Additional Skills/ Expertise (Section F)	20
Interview	40

12. APPLICATION

1. Curriculum Vitae (clearly stating the starting and ending month and year for previous experiences).
2. Copy of National ID Card.
3. Copies of Academic Certificates
4. Certificates/ Letter of completion from the university.
5. Employment Verification Letter from previous employer(s), detailing the works carried out, details of technologies and equipment involved in the work and duration of the responsibilities.
6. Candidates must submit additional documents to prove expertise/experience in areas highlighted in section 5 and section 6.

13. SUBMISSION

Interested candidates may email their proposals on or before 1330hrs of 22nd May 2022 (Sunday) to the following address. Note that the time that the email is received will be considered as an on-time submission.

Human Resource Section

jobs@ncit.gov.mv

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