



Terms of Reference

Cybersecurity Consultant (Contract)

Introduction

Election Commission of Maldives (herein referred as ECM) invites individuals to submit application for a cyber security consultant. ECM requires the service of a Maldivian cyber security expert to act as an independent cyber security consultant.

A) Scope of Work

1. Assist in the development and implementation of cybersecurity strategies and best practices, ensuring organization-wide dissemination to combat existing and emerging cybercrime.
2. Evaluate software, hardware, and network infrastructure to identify vulnerabilities; research remediation tools and countermeasures; and recommend solutions and best practices to mitigate internal and external threats.
3. Assist with the design, deployment, and ongoing management of security solutions.
4. Analyze and assess damage to ECM's data and infrastructure resulting from security incidents; evaluate recovery tools and processes; and recommend remediation approaches.
5. Monitor the threat landscape, promptly alert the supervisor to emerging cyber threats, and recommend appropriate security measures.
6. Prepare clear, data-driven reports for ECM that highlight security weaknesses and provide prioritized remediation recommendations.

B) Qualifications

1. Completion of MQA level 9 certificate in Cyber Security or in a related field, with professional work experience of minimum 2 years.
OR
2. Completion of MQA level 7 certificate in Cyber Security or in a related field, with professional work experience of minimum 5 years.
OR
3. Completion of MQA level 5 certificate in Cyber Security or in a related field, with professional work experience of minimum 10 years.



C) Experience/ Skills

1. Proven experience in cyber security tasks at high-level Government institutions and various other stakeholders with minimum of experience of 5 years in ICT security, cyber security incident handling and response and digital forensics, in public and private sector.
2. Demonstrated capabilities in consulting specialists, in field such as technology, privacy, security, interconnection and etc.
3. Hands on experience in virtualization, DBMS, SAN, firewall and handling complex enterprise environments.
4. Have in-depth knowledge of attack and defense mechanisms.
5. Should have a thorough knowledge in Windows Operating Systems.
6. Experienced in OS hardening.
7. Networking and Virtualization environments security.
8. SIEM design for proactive threat hunting.
9. Application layer vulnerability assessment and penetration testing.
10. WLAN penetration testing for 802.11 & 802.1x.
11. Understanding of database administration or MS DBMS FCI and availability groups
12. Knowledge in enterprise SANs.
13. Custom scripting for digital forensics and incident response.
14. Active directory security implementation and security hardening.

D) Contract Duration

The contract duration is 7 months (October 2025 to April 2026)

E) Monthly Remuneration Package

1. Maldivian Rufiyaa (MVR) 35,000/- paid as a monthly remuneration.

F) Age Category

Age 18 and above



G) Required Documents

1. Application Form
2. Copy of National Identity Card
3. Updated CV (should contain a list of references with contact numbers)
4. Copies of relevant certificates
5. Reference letters providing the candidates are well versed in the cybersecurity field.

H) Interview

Only shortlisted candidates will be called up for interview. The potential candidate for this project will be finalized after the interview.