



Terms of Reference Software Developer (Contract)

1) Responsibilities

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

- a) Develop, test, deploy, bug fix and support software platforms at ECM.
- b) Develop APIs required for integration with other information systems.

2) Qualifications & Experiences

- a) Completion of MQA level 9 certificate in Software Engineering or in a related field, with professional work experience minimum 2 years.

OR

- b) Completion of MQA level 7 certificate in Software Engineering or in a related field, with professional work experience minimum 5 years.

OR

- c) Completion of MQA level 5 certificate in Software Engineering or in a related field, with professional work experience minimum 10 years.

3) Additional Skills & Expertise

- a) Must have 2+ years' work experience in designing and developing software solutions using .NET with MSSQL.
- b) Knowledge of best practices related to secure development and cybersecurity.
- c) Good graphics skills and knowledge in UI design to improve the usability of systems.
- d) Strong leadership, management, and interpersonal communication skills in presenting, discussing, and resolving difficult issues, and be able to work efficiently with a technical team.
- e) Having the ability to work independently
- f) Must give attention to details even under pressure
- g) Time management skills with the ability to meet deadlines.



4) Working Hours

- a) Official hours (8:00 AM to 3:00 PM) and unofficial hours

5) Contract Duration

- a) The contract duration will be 7 months (October 2025 to April 2026)

6) Monthly Remuneration Package

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

7) Age Category

Age 18 and above

8) Required Documents

- a) Application form
- b) Copy of National Identity Card
- c) Updated CV (Should contain a list of references with contact numbers)
- d) Copies of relevant certificates
- e) Reference letters proving the candidates are well versed in the software development field.

9) Interview

- a) Only shortlisted candidates will be contacted for interview. The potential candidate for this position will be finalized after the interview.

10) Selection Criteria

- a) Practical test – 30 marks
- b) Education and qualification – 20 marks
- c) Work experience – 20 marks
- d) Interview – 30 Points