

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ



Pension Office

TERMS OF REFERENCE

Software Engineer (Local) **Sustainable and Integrated Labor Services Project (SAILS)** **P177240**

1. Background

Funded by the World Bank, the Government of Maldives is implementing the Sustainable and Integrated Labor Services Project to improve social protection coverage and employability of workers. This Project is jointly implemented by the Ministry of Economic Development (MoED) and Maldives Pension Administration Office (MPAO).

The Project Development Objective of SAILS Project aims to enhance the resilience and employability of Maldivian workers by establishing a sustainably financed unemployment insurance scheme and integrated labor market services. The Project comprises of 4 components; (1) Integrated Labor Market Services that would establish an Employment Services Scheme and Job Centers nationwide, (2) Strengthen Social Insurance that would establish an Unemployment Insurance Solidarity Fund, (3) Project Management that would establish a Project Management Unit and day-to-day project coordination and (4) Contingency Emergency Response Component that would provide immediate response to crisis and emergency as and when required.

2. Objectives

Maldives Pension Administration Office (MPAO) is seeking two (02) Software Engineers to work with the Internal Software Development Team in software development works to adapt the MPAO's internal systems and processes to perform the mandated functions under the Unemployment Insurance Program including systems integration between the Job Center.



3. Overall Responsibilities

The overall responsibilities of the Software Engineer includes (but not limited to) the following:

- 3.1. Carrying out relevant changes required to adapt MPAO's internal systems and processes to perform the mandated functions under the UI program.
- 3.2. Enabling system interoperability with the Job Center.

4. Scope of Services

- 4.1. Actively engage in the design, development and implementation of the payout services required to manage unemployment insurance collections and payouts.
- 4.2. Write testable, scalable and efficient code.
- 4.3. Triage product issues and debug/track/resolve by analyzing the sources of issues.
- 4.4. Take lead on planning, training and documenting technical specifications as needed.
- 4.5. Collaborate in a team environment to share best practices, implement process improvements, and ensure software quality.
- 4.6. Deliver well tested and functioning services developed for the requirements of the product owner.

5. Deliverables and Payment Schedule

#	Deliverable	Frequency
1	Task Report	Monthly

The Software Engineer shall submit their task report approved by the Chief Technology Officer/delegate, on a monthly basis to the Project Director, based on which the payment shall be made.

6. Reporting Obligations and Work Arrangements

- 6.1. Software Engineer shall report to the Project Director/ delegate, on the status of the assignment on a regular basis.
- 6.2. Software Engineer shall work closely with the internal development team of MPAO and report on the progress to the Chief Technology Officer or his delegate.



7. Required Qualifications and Expertise

- 7.1. A Bachelor's degree in software engineering or suitable equivalency with at least 2 years of work experience in software development **OR** Professional certificate in related field with minimum 5 years of work experience in software development.
- 7.2. Proficiency in TypeScript, JavaScript, NestJS, NuxtJS, VueJS, TailWindCSS, HTML5, CSS3, MySQL, MSSQL, Google Cloud Platform.
- 7.3. Knowledge of best practices related to secure development and cybersecurity.
- 7.4. Knowledge of microservice architecture.
- 7.5. Excellent project and time management skills.
- 7.6. Ability to work independently or with a group.
- 7.7. Ability to keep up with software industry trends and innovation.
- 7.8. Ability to learn other coding languages as needed.
- 7.9. Exceptional interpersonal and communication skills.

8. Contract Duration

The initial contract duration shall be 1 (one) year from the date of signature, and this period shall include a probationary period of 3 (three) months.

9. Remuneration

Software Engineer will be paid a lump sum amount between MVR 25,000 - 32,000/- per month (after deduction of pension contribution) depending on level of qualification and work experience.

10. Required Documents

Interested applicants shall submit applications through jobs.pension.gov.mv. For additional information and clarifications please contact 1441.

