



Ministry of Finance
Republic of Maldives

Annex A: Terms of Reference and Scope of Services
Information Communication Technology Consultant

I. Background

The Government of Maldives (GoM) received a credit from the International Development Association (IDA) for the cost of the Maldives Public Financial Management Systems Strengthening Project (PSSP), and the Ministry seeks to retain the individual staff by contract as part of the required specialized full-time staff.

II. Objectives

The objective of this assignment to work under Ministry of Finance's guidance to provide web development services needed by the Ministry.

III. Scope of Work

1. Development of secure systems to enable the ministry to exchange information between other government agencies and the general public.
2. Study and understand complex application systems
3. Development of application systems
4. Work with other developers in an effort to help continually improve the performance of the team and develop very high-quality work.
5. Work with end users and internal staff for timely resolution of application issues and develop new software applications/components.
6. Write, revise and maintain software program documentation, operations documentation, and user guides in accordance with standards.
7. Design and develop systems using TDD approach to development.
8. Development and enhancement of the public accounting system.

IV. Required Expertise and Qualifications

- Minimum 5 years' of experience in Web Application Development (Frontend and Backend)
- Worked in at least 2 major web application development projects in the past 3 years
- Minimum Bachelor's Degree or higher in Software engineering, Computer science or Information Technology.

- Hands on experience and in-depth knowledge in HTML, CSS, PHP(Laravel), JavaScript, Web Server, SQL, MySQL, and other relevant open source web development tools
- Hands on experience and in-depth knowledge in either Java, Node.js or Python.
- Experience working with modern UI frameworks like React, Angular or VueJS
- Hands on experience and in-depth knowledge in the principles and practices associated with design, development, maintenance and administration database systems.
- Hands on experience and in-depth knowledge in Web Services and OAuth2
- Excellent analytical skills with proven ability to assess business needs and translate them into relevant solutions
- Strong background in industry best practices and modern design patterns
- Strong programming background with knowledge in modular based programming and use of emerging trends.
- Skills and knowledge in UI design to improve usability
- Knowledge in full software development cycle including project formulating, version control using Git and maintenance after deployment
- Project Management Skills and documentation skills
- Preferences would be given to individuals with demonstrated skills in implementing unit testing and integration testing
- Hands on experience and in-depth knowledge in system integrations with payment gateways
- Experience in development of serverless functions

V. Personal Skills & Competencies

- Strong commitment and willing to work outside normal working hours when required
- Strong interpersonal skills.
- Ability to asses and communicate issues clearly.
- Strong problem-solving skills.
- Attention to detail.
- Strong time management skills.
- Ability to work under pressure and deliver project objectives.

NOTE: All developments done during this project (including the source code) will be the property of the government of Maldives.

