



Civil Service Commission
Male', Maldives

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މާލެ، ދިވެހިރާއްޖެ

Reference Number: 188-HRS-IUL/2026/76
Date: 01st October 2026

Terms of Reference

Position

Senior Network Engineer
(Public Service Rank 9-1)

Background

The Civil Service Commission of Maldives is looking to hire a staff for its Information Technology Unit. The Information Technology Unit is responsible for all the technology infrastructure of the Civil Service Commission. The objective of the staff is to work with the Information Technology team at the Civil Service Commission.

Overall Responsibilities

The Senior Network Engineer is responsible for designing, implementing, securing, monitoring, troubleshooting, and maintaining the organization's network infrastructure, ensuring reliable, secure, scalable, and uninterrupted network services for Civil Service Commission applications and digital services.

Scope of Work

1. Designing, implementing, and maintaining the Commission's network infrastructure.
2. Managing LAN, WAN, Wi-Fi, VPN, routing, switching, and network security infrastructure.
3. Monitoring network performance, availability, and capacity.
4. Troubleshooting and resolving complex network and connectivity issues.
5. Implementing network security, access controls, and secure connectivity.
6. Planning and executing network upgrades, migrations, and infrastructure projects.
7. Maintaining network documentation, configurations, diagrams, and standards.
8. Managing network-related vendors, ISPs, and technical service providers.



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9. Supporting disaster recovery, business continuity, and network resilience.
10. Providing technical guidance and support to ICT staff and ensuring continuous

Reporting Relationships

Senior Network Engineer will report directly to the head of Information and Communication Technology Section, or a person assigned by the head of Information and Communication Technology Section.

Qualification and Experience

MNQF Level 10 certificate in the field of Information Technology, Computer Engineering and Technology, Computer and Information Sciences and Support Service, Computer and Information Science, Computer and Information System Security, Computer and Information System Analysis, Computer Systems Networking and Telecommunications, Information Science/Studies, System Administration, System Engineering, Network and LAN/WAN Management, Software Engineering, Artificial Intelligence and Robotics, Digital Media and Information Resource Design or Multimedia Management and Webmaster.

Or,

MNQF Level 9 certificate in the field of Information Technology, Computer Engineering and Technology, Computer and Information Sciences and Support Service, Computer and Information Science, Computer and Information System Security, Computer and Information System Analysis, Computer Systems Networking and Telecommunications, Information Science/Studies, System Administration, System Engineering, Network and LAN/WAN Management, Software Engineering, Artificial Intelligence and Robotics, Digital Media and Information Resource Design or Multimedia Management and Webmaster, along with at least 4 years of experience in the relevant field.

Or,

MNQF Level 7 or 8 certificate in the field of Information Technology, Computer Engineering and Technology, Computer and Information Sciences and Support Service, Computer and Information Science, Computer and Information System Security, Computer and Information System Analysis, Computer Systems Networking and Telecommunications, Information Science/Studies, System Administration, System Engineering, Network and LAN/WAN Management, Software Engineering, Artificial Intelligence and Robotics, Digital Media and Information Resource Design or Multimedia Management and Webmaster, along with at least 8 years of experience in the relevant field.



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Technical Experience

Network Infrastructure

- Proven experience in the design, configuration, management, and troubleshooting of network infrastructure, including switches, routers, wireless access points, VPNs, and firewalls.
- Experience in VLANs, IP addressing, routing, DHCP, DNS, network segmentation, and network monitoring.
- Experience in managing Internet Service Providers (ISPs), internet connectivity, bandwidth, service availability, and SLA-related issues.
- Experience in network security, access control, firewall policies, and secure remote connectivity.

Network Security and Access Systems

- Experience in configuring and managing network security solutions, including firewalls, VPNs, and access control systems.
- Experience in the administration and maintenance of ZKTeco biometric/access control devices.

Client and Infrastructure Support

- Experience in supporting and troubleshooting client devices and ICT equipment, including computers, printers, IP phones, and related network-connected devices.
- Experience in diagnosing and resolving hardware, software, and network connectivity issues.

Database Management

- Working knowledge of Microsoft SQL Server, including advanced queries, functions, views, stored procedures, and database performance optimization.

Added Advantage

Virtualization

- Experience with virtualization technologies, particularly VMware ESXi.



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Server and Operating Systems

- Experience in administration of Windows Server environments.
- Knowledge and practical experience in Linux system administration.

Storage and Backup

- Knowledge of Network Attached Storage (NAS), storage management, and backup solutions.

Infrastructure Services

- Experience in managing UPS systems and supporting ICT infrastructure availability.
- Experience in deploying and administering Microsoft 365 services.
- Knowledge of RADIUS Server and PXE Boot Server.
- Experience in administering Windows Update/Update Server solutions.
- Experience in managing File Servers and DHCP Servers.
- Familiarity with PABX/VoIP systems and related network requirements.

Monitoring and Documentation

- Experience with network monitoring, performance analysis, configuration backup, network documentation, and maintaining network diagrams.
- Ability to prepare technical reports, infrastructure assessments, and recommendations for network improvements.

Contract Duration

- Contract (Initial contract shall be for a period of 3 (Three) Months. (The Commission may extend the term of the contract if required)



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Remuneration

Basic Salary: MVR 17,015/-

Job Allowance: MVR 9,745/-

Attendance Benefit: MVR 265/- per day attended

Other Allowances and Benefits:

- Pension Contribution as mandated by the Maldives Pension Act
- Overtime pay and additional benefits in accordance with the policies and standards established under the National Pay Framework

Working Hours

- Commission official working hours. Currently from 8:00am to 2:00pm on government working days.

Selection Criteria

Criteria	Points
Qualification	15%
Additional Educational Qualification	5%
Additional Experience	10%
Exam	30%
Interview	40%



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