



VACANCY ADVERTISEMENT

Vacancy Information Download

Reference Number:	SITA/20250708/2407
BPS Vacancy Number:	VAC00534/26
Job Title:	Advanced: Software Developer
Job Level:	D3
Vacancy Type:	Internal & External
Salary Range:	R760490.00 - R1140736.00
Organisation Name:	State Information Technology Agency
Division:	ADM: Exec Apps Development & Maintain
Department:	AM: DOD Unique
Employment Type:	Permanent
Location:	SITA Erasmuskloof
Number Of Openings:	1

Purpose of Job:

The role will be responsible to execute complex application development ,maintenance projects and services and provide innovative solutions and products that resolve challenges of government service delivery The Advance Software Developer will be responsible for guiding and executing the design, development, and execution of complex services and projects of ICT solutions

Responsibilities:

Lead the development of functional requirements that articulate clear and concise project deliverables that are compatible with user expectations Deliver feasibility and cost benefit analysis, including choice of application architecture to enhance the overall application development process Lead, and execute complex software development and customization projects spanning multiple environments to ensure that it is successfully delivered Lead, and develop customize complex applications services solutions by studying information needs consulting with clients, studying systems flow, data usage and work processes investigating problem areas following the software development lifecycle using SITAs software development stack development framework Lead and execute maintenance of integrated IT software components using SITAs software development stack development framework Ensure execution of and participate in comprehensive test activities to test program functionality for new and existing applications in compliance with SITA test methods and testing techniques using SITA approved testing tools Lead, manage and execute packaging and releasing of integrated IT software components in accordance with ICT standards and the enterprise architecture for Government Evaluate existing applications responsible for and understand how to modernize

Qualifications and Experience:

Required Qualification 3 – 4-year National Higher Diploma / National Degree in Software Engineering/ Computer Science /Information Technology or relevant qualification equivalent to NQF Level 6.
Bachelor's degree in software engineering/ computer science /information technology or relevant equivalent NQF Level 7 OR 8 Will be an added advantage. A post graduate qualification OR bachelor's degree in software engineering/ computer science /information technology or relevant equivalent NQF Level 7 OR 8 Will be an added advantage.

Experience: A minimum of 7-10 years' experience in the application/systems development, implementation and maintenance/enhancements of integrated solutions across multiple hardware and software platforms with senior operational responsibility in a large corporate/public sector organization, with minimum of 10 years as Senior Software Developer including: Extensive experience in Mainframe, COBOL IMS, Assembler programming and related software development. Extensive experience within Applications Technical solution design in multiple business domains. Extensive Experience in integration. Extensive experience in CA Harvest, Endeavor, Dumpmaster, SmartTest. The following experience will be an added advantage Experience in DevOps and Agile Methodologies Experience in applications modernization.

Knowledge:

ICT Governance and Compliance Extensive knowledge to design test plans according to the software requirements specification Extensive knowledge of the software development process and its technologies Programming Languages Development, Implementation and Integration Methodologies, including Testing, Packaging and Release IT Quality Management Business Process Management General Management, including Business, Human Resource Management and General Financial Management ICT Procurement practices IT Security and ICT Standards COTS Commercial of the Shelf Products OSS Open Source Software Products Application Maintenance and Support Enterprise architecture framework TOGAF, Zachman, FEAF, MODAF, GWEA Framework, MIOS Extensive knowledge of user interfaces designs Extensive knowledge of solution Integration strategies and tools Comprehensive knowledge of Cloud Computing Extensive knowledge of source control and version control tools like Git and SVN Comprehensive knowledge of virtualisation and containerisation Comprehensive knowledge of DevOps Continuous Integration, Continuous Delivery, Continuous Testing, Continuous Monitoring Infrastructure as Code, Config Management Comprehensive knowledge of Agile Methodologies Feature Driven Development, Test Driven Development, Scrum, Extreme Programming Extensive knowledge of coding Extensive knowledge of software testing techniques and tools Extensive knowledge of software team leadership

Technical Competencies

Application Development

The specification and design of software to meet defined requirements by following agreed design standards and principles. The definition of software, components, interfaces and related characteristics. The identification of concepts and patterns and the translation into a design which provides a basis for software construction and verification. The evaluation of alternative solutions and trade-offs. The facilitation of design decisions within the constraints of systems designs, design standards, quality, feasibility, extensibility and maintainability. The development and iteration of prototypes/simulations to enable informed decision-making. The adoption and adaptation of software design models, tools and techniques based on the context of the work and selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.

Database Administration

The installation, configuration, upgrade, administration, monitoring and maintenance of databases. Providing support for operational databases in production use and for internal or interim purposes such as iterative developments and testing. Improving the performance of databases and the tools and processes for database administration (including automation).

Database Management

The manipulation and control of data to meet necessary conditions throughout the entire data lifecycle.

System Maintenance & Support

The provision of system maintenance and support services. Support may be provided both to users of the systems and to service delivery functions. Support typically takes the form of investigating and resolving problems and providing information about the systems. It may also include monitoring their performance. Problems may be resolved by providing advice or training to users about the system's functionality, correct operation or constraints, by devising work-arounds, correcting faults, or making general or site-specific modifications.

Systems Administration

The management of one or more hardware or software systems.

Business Writing

Conveys written information and business reports in a detailed and effective manner to individuals or groups to ensure that they understand the message.

Enterprise ICT Governance (Policies & Legislation)

The establishment and oversight of an organisation's approach to the use of Information systems and digital services, and associated technology, in line with the needs of the principal stakeholders of the organisation and overall organisational corporate governance requirements. The determination and accountability for evaluation of current and future needs; directing the planning for both supply and demand of these services; the quality, characteristics, and level of IT services; and for monitoring the conformance to obligations (including regulatory, legislation, control, and other standards) to ensure positive contribution of IT to the organisation's goals and objectives.

Project/Programme Management

The management of projects/programmes, typically (but not exclusively) involving the development and implementation of business processes to meet identified business needs, acquiring and utilising the necessary resources and skills, within agreed parameters of cost, timescales, and quality. The adoption and adaptation of project management methodologies based on the context of the project and selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.

Software Quality Management

Quality management establishes within an organisation a culture of quality and a system of processes and working practices to deliver the organisation's quality objectives. This involves the application of techniques for the monitoring and improvement of the quality of any aspect of a function, processes, products, services or data. The achievement of, and maintenance of compliance to, national and international standards, as appropriate, and to internal policies, including those relating to quality, service, sustainability and security.

Product & Service Lifecycle Management

The active management of products or services throughout their lifecycle (inception through to retirement) in order to address market opportunities and customer/user needs and generate the greatest possible value for the business. The adoption and adaptation of product development models based on the context of the work and selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.

Research & Innovation

The systematic creation of new knowledge by data gathering, innovation, experimentation, evaluation and dissemination. The determination of research goals and the method by which the research will be conducted. The active participation in a community of researchers; communicating formally and informally through digital media, conferences, journals, books and seminars.

Business Analysis

The methodical investigation, analysis, review and documentation of all or part of a business in terms of business goals, objectives, functions and processes, the information used and the data on which the information is based. The definition of requirements for improving processes and systems, reducing their costs, enhancing their sustainability, and the quantification of potential business benefits. The collaborative creation and iteration of viable specifications and acceptance criteria in preparation for the deployment of information and communication systems. The adoption and adaptation of business analysis approaches based on the context of the work and selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.

Business Continuity

The provision of service continuity planning and support, as part of, or in close cooperation with, the function which plans business continuity for the whole organisation. The identification of information systems which support critical business processes. The assessment of risks to critical systems' availability, integrity and confidentiality. The co-ordination of planning, designing, testing and maintenance procedures and contingency plans to address exposures and maintain agreed levels of continuity.

Business Development

Sales management, Strategic Selling

Application Maintenance and Support

The provision of application maintenance and support services, either directly to users of the systems or to service delivery functions. Support typically includes investigation and resolution of issues and may also include performance monitoring. Issues may be resolved by providing advice or training to users, by devising corrections (permanent or temporary) for faults, making general or site-specific modifications, updating documentation, manipulating data, or defining enhancements. Support often involves close collaboration with the system's developers and/or with colleagues specialising in different areas, such as Database administration or Network support.

Interpersonal and Behavioural Competencies

Active listening

The ability to fully concentrate on what is being said rather than just passively 'hearing' the message of the speaker.

Attention to Detail

The ability to ensure information is complete and accurate.

Analytical thinking

Identifies issues; obtains relevant information, relates and compares data from different sources, and identifies alternative solutions.

Continuous Learning

The ability to constantly expand one's skill set.

Disciplined

Showing a controlled form of behaviour or way of working, diligently.

Empathy

The ability to understand and share the feelings of another.

Inclusivity

The practice or policy of including people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of minority groups.

Resilience

The ability to effectively handle disappointment, rejection and set-backs while still working well and meeting deadlines.

Stress Management

The ability to keep functioning effectively when under pressure and maintain self control in the adversity.

Additional Requirements

N/A

How to apply

To apply please log onto the e-Government Portal: <http://www.eservices.gov.za/> and follow the following process;

1. Register using your ID and personal information;
2. Use received one-time pin to complete the registration;
3. Log in using your username and password;
4. Click on "Employment & Labour";
5. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs;

Or, if candidate has registered on eservices portal, access <http://www.eservices.gov.za/>, then follow the below steps:

1. Click on "Employment & Labour";
2. Click on "Recruitment Citizen";
3. Log in using your username and password;
4. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs;

For support, please send an email to: egovsupport@sita.co.za or Call: 0801414882

Closing Date : 18 Jul 2025

Disclaimer

SITA is an Employment Equity employer and this position will be filled based on Employment Equity Plan Correspondence will be limited to short listed candidates only Preference will be given to members of designated groups

- 1 If you do not hear from us within two months of the closing date, please regard your application as unsuccessful
- 2 Applications received after the closing date will not be considered Please clearly indicate the reference number of the position you are applying for
- 3 It is the applicant s responsibility to have foreign qualifications evaluated by the South African Qualifications Authority SAQA
- 4 Only candidates who meet the requirements should apply
- 5 SITA reserves a right not to make an appointment
- 6 Appointment is subject to getting a positive security clearance, the signing of a balance score card contract, verification of the applicant s documents Qualifications , and reference checking
- 7 Correspondence will be entered to with shortlisted candidates only
- 8 CV s from Recruitment Agencies will not be considered
- 9 CV s sent to incorrect email address will not be considered

*****NB: EMAILED CV'S WILL NOT BE ACCEPTED*****