# SITA

## VACANCY ADVERTISEMENT

| Vacancy Information Download | |
|---|---|
| Reference Number: | SITA/20250730/2450 |
| BPS Vacancy Number: | VAC00688/26, VAC00713/24 & VAC00503/25 |
| Job Title: | Senior Software Developer |
| Job Level: | D2 |
| Vacancy Type: | Internal & External |
| Salary Range: | R651627.00 - R977440.00 |
| Organisation Name: | State Information Technology Agency |
| Division: | ADM: Exec Apps Development & Maintain |
| Department: | AD: DEV Application Development Services |
| Employment Type: | Permanent |
| Location: | Centurion |
| Number Of Openings: | 3 |

### Purpose of Job:

To lead the design, implementation, debugging, documentation, release and maintenance of software-based solutions, write code and enhance software/systems in accordance with ICT standards and the enterprise architecture for Government.

### Responsibilities:

•Lead the design and development of new features for the software systems, and improvement of the existing ones;
•Implementation, debugging, documentation and release of the software solutions;
•Provide maintenance and enhancement support of the existing systems;
•Perform software systems coding assignments and testing
•Supervision of the Software development team.
•Develop integrated Technical Service Specifications for single or multiple software components to clearly set direction for building software components

### Qualifications and Experience:

Minimum: 3 years National Higher Diploma/ Bachelor's degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field.
Experience: 6 -7 years' experience working as a Full stack JAVA software developer within a large corporate/public sector organisation. Experience in leading the delivery of software development solution working in collaboration with other disciplines. A solid understanding of software development lifecycle (SLDC) and Agile methodology. Experience in Spring/Spring Boot and JAVA EE related frameworks, use of frontend technologies (Angular), ORM Tools (JPA, Spring Data, Hibernate), Integration technologies and Relational databases (Oracle, MySQL etc.). The candidate must have successfully developed and implemented applications and provided leadership within the project. Extensive experience with a wide variety of database management systems. Extensive experience with a wide variety of programming languages and technologies. Extensive experience with working on multiple tasks and report status. Experience in interacting with customers.

### Knowledge:

Solid understanding of computer science including algorithms, data structures, operating systems and databases. Experience in Web Application Technologies (Servlets, JSF, JSP, JSTL, HTML, CSS, BOOTSFACES, PRIMEFACES, etc.). Experience using the following application servers to develop: Oracle WebLogic, WebSphere and WildFly or JAVA related application servers. ICT Governance and Compliance Governance e.g. Cobit and ITIL Strong knowledge to design test plans according to the software requirements specification. Broad and extensive knowledge of the software development process and its technologies. Extensive knowledge of design techniques, tools, and principles involved in the production of software requirements specifications, models and designs. Strong knowledge of user interfaces. Strong knowledge of solution Integration strategies and tools Working knowledge of Cloud Computing Strong knowledge of source control and version control tools like Git and SVN. Working knowledge of virtualisation and containerisation (Docker, Kubernetes). Working knowledge of DevOps (Continuous Integration, Continuous Delivery, Continuous Testing, Continuous Monitoring Infrastructure as Code, Config Management) Working knowledge of Agile Methodologies(Feature-Driven Development, Test-Driven Development, Scrum, Extreme Programming) Extensive background in coding Extensive knowledge of software testing techniques and tools Extensive knowledge of software team leadership IT Quality Management e.g. ISO9001 and CMMI IT Security ICT Standards COTS (Commercial of the Shelf) Products OSS (Open Source Software) Products IT Strategies and Architectures Strong knowledge of data integration tools Execution of Architecture methods and practices e.g. TOGAF and GWEA.

## 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. Pro

## Interpersonal and Behavioural Competencies

Attention to Detail

The ability to ensures 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.

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 : 11 Aug 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******