



VACANCY ADVERTISEMENT

Vacancy Information Download

Reference Number:	SITA/20250909/2518
BPS Vacancy Number:	VAC00237-24 & VAC00239-24
Job Title:	Senior System Analyst
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:	ADM: DEV Technical Design
Employment Type:	Permanent
Location:	Centurion
Number Of Openings:	2

Purpose of Job:

To manage and or execute the process to transform business requirements functional non functional into a set of software requirements that specify the software solution to be provided in terms of detailed requirements in accordance with ICT standards and the enterprise architecture for Government

Responsibilities:

- Lead team/s to ensure effective and efficient operations and that all the resources are utilized optimally. This must be done in manage, develop and implement Architectural and Governance mechanisms for the Software Development section to improve
- interoperability of government systems and quality of services and deliverable accordance with SITA Policy Framework
- Manage Analysis and Design project commitments spanning multiple environments to ensure that it is successfully delivered.
- Manage and or develop analysis and design work packages for integrated software components, taking into consideration SITAs software development stack and doing this in accordance with ICT standards and the enterprise architecture for Government
- Manage and or conduct activities to develop Application Service Specifications in accordance with ICT standards and the enterprise architecture for Government
- Participate in procurement of integrated IT solutions in accordance with ICT standards and the enterprise architecture for Government, and within the SITA Supply Chain Management governance framework
- Participating in execution of comprehensive software test activities in accordance with SITA Test Methods and Testing Techniques
- Manage and execute packaging and releasing of integrated IT software components in accordance with ICT standards and the enterprise architecture for the Government
- Ensure that resources (including self) are kept abreast of the latest industry developments and ensure that appropriate technologies are used for knowledge management so as to ensure innovation and improved productivity.

Qualifications and Experience:

Minimum: 3-year National Diploma / bachelor's degree in an ICT related field (Computer Science, Information Systems, Technology and Engineering).

Experience: 6 - 7 years' experience in the ICT field, including IT Governance, systems development, implementation and maintenance / enhancements of solutions operational responsibility in a corporate/public sector organisation. Experience in solution analysis and design. Experience in developing software. Experience in data modelling. Experience in software component integration.

Knowledge:

Knowledge of: Corporate Governance; ICT Governance and Compliance; Development Methodologies; 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; Legislative environment and IT Legislation; COTS (Commercial of the Shelf) Products; OSS (Open Source Software) Products; Project Management; Application Maintenance and Support; Hosting and Converged Communication; Enterprise architecture framework (TOGAF, Zachman, FEAF, MODAF, GWEA Framework, MIOS); Object Orientation; Agile and Waterfall Methodologies; Model Driven Architectures; Distributed Architectures/Service Orientated Architectures; Solution Architecture and Database Design.

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.

System Development

The planning, estimating and execution of programmes of systems development work to time, budget and quality targets. The identification of the resources needed for systems development and how this will be met with an effective supply capacity. The alignment of systems development activity and deliverables with agreed architectures and standards. The development of roadmaps to communicate future systems development plans. The adoption and adaptation of systems development lifecycle models based on the context of the work and selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.

Information Management

The overall governance of how all types of information, structured and unstructured, whether produced internally or externally, are used to support decision-making, business processes and digital services. Encompasses development and promotion of the strategy and policies covering the design of information structures and taxonomies, the setting of policies for the sourcing and maintenance of the data content, and the development of policies, procedures, working practices and training to promote compliance with legislation regulating all aspects of holding, use and disclosure of data.

Information Security and Application Protection

The selection, design, justification, implementation and operation of controls and management strategies to maintain the security, confidentiality, integrity, availability, accountability and relevant compliance of information systems with legislation, regulation and relevant standards.

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.

IT Risk Management

The planning and implementation of organisation-wide processes and procedures for the management of risk to the success or integrity of the business, especially those arising from the use of information technology, reduction or non-availability of energy supply or inappropriate disposal of materials, hardware or data.

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.

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.

Continuous Learning

The ability to constantly expand one's skill set.

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@sitaco.co.za or Call: 0801414882

Closing Date : 18 Sep 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*****