



## VACANCY ADVERTISEMENT

### Vacancy Information Download

|                     |   |
|---------------------|---|
| Reference Number:   | SITA/20250910/2523                        |
| BPS Vacancy Number: | VAC00753/26                               |
| Job Title:          | Specialist Functional Application Support |
| Job Level:          | C4  |
| Vacancy Type:       | Internal & External                       |
| Salary Range:       | R409935.00 - R614903.00                   |
| Organisation Name:  | State Information Technology Agency       |
| Division:           | ADM: Exec Apps Development & Maintain     |
| Department:         | ADM: IFASS DOD FAS                        |
| Employment Type:    | Permanent                                 |
| Location:           | Erasmuskloof                              |
| Number Of Openings: | 1   |

#### Purpose of Job:

To provide Functional Application Support services related to specific clients and application systems according to service elements as specified in the applicable Service Level Agreement.

#### Responsibilities:

- To provide Business Advisory Services.
- To provide functional application support services.
- Perform integrated systems (FAS) testing
- Provide implementation support.
- Transfer skills to team members.
- Provide Integrated Management information support solutions to clients and management.

#### Qualifications and Experience:

Minimum: 3 Year Diploma / Degree in ICT or a related field/ NQF level 6. Candidates with Grade 12 that have 5 - 6 years Functional Application Support experience on the specific DOD HR (PERSOL), application may apply. Experience: 5 - 6 years Functional Application Support experience specifically on the specific DOD HR (PERSOL), application.

#### Knowledge:

Has a thorough knowledge of the Software Development Lifecycle (SDLC) and business aspects of the application(s) supported. A good knowledge of functional aspects of the application system(s). Good understanding of the client business processes, policies and/or business operations. Analyse the current business processes and scenarios of the client and recommend solutions to meet the clients need. Acts as liaison with client for troubleshooting: investigate, analyse and solve functional application problems and map client business requirements, processes and objectives. Perform functional, user acceptance/system testing against the test plan to ensure optimal functionality of the application Providing advice to users on the application systems' functionality to ensure optimal functionality of applications. Provide specialised support and services and integrated solutions to applications functional needs/requirements to ensure optimal usage of the application. Provide management information support solutions to clients and management to assist them in planning and decision making. Demonstrates good oral and written communication skills. Ability to implement and monitor methodologies, processes, procedures, standards, and productivity and quality management. DOD HR Information System (HR MIF) experience will be an advantage. The successful candidate should also possess the following behavioural competencies: Leadership ability, customer service orientated, innovative, team player, pro-active, diligent worker, process orientated and punctual

#### 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.

## Implementation Management

The definition and management of the process for deploying and integrating new digital capabilities

## 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.

### 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](mailto:egovsupport@sita.co.za) or Call: 0801414882

Closing Date : 23 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\*\*\*\*\*