



VACANCY ADVERTISEMENT

Vacancy Information Download

Reference Number:	SITA/20251016/2581
BPS Vacancy Number:	VAC00891/25
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:	ADM: Service Delivery Internal
Employment Type:	Contract
Contract Duration:	36 -Months Fixed Term Contract
Location:	Erasmuskloof
Number Of Openings:	1

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. Design, develop, enhance, and support Oracle E-Business Suite (EBS) 12.2.10 applications with a focus on the Human Capital Management (HCM) modules. The incumbent will ensure stability, scalability, and compliance of EBS customizations, integrations, and configurations in line with organizational business requirements and Oracle best practices.

Responsibilities:

- Leads Code Reviews for accuracy and functionality, participate in suggesting and supporting coding best practices and provide feedback on code quality.
- Supervision of the Software development team.
- Provide maintenance and enhancement support of the existing systems.
- Implementation, debugging, documentation and release of the software solutions.
- Lead the design and development of new features for the software systems, and improvement of the existing ones.
- Develop, test, and deploy (Reports, Interfaces, Conversions, Extensions, Workflows) components for Oracle EBS 12.2.10.
- Design and implement extensions and customizations using PL/SQL, OA Framework (OAF), Forms, BI Publisher, Oracle Workflow, and AME.
- Configure and enhance Oracle HCM modules (Core HR, Payroll, SSHR, OTL, iRecruitment, Performance Management).
- Develop integrations between EBS and third-party systems.
- Implement Oracle standards for personalization and customization using OUM or AIM methodology.

Qualifications and Experience:

Minimum: 3-Year National Diploma in IT / Degree in Software Engineering/ Computer Science /Information Technology or relevant qualification equivalent to NQF Level 6.

Experience: 6-7 years' experience in oracle database administration. Lifecycle (SLDC), within systems development, implementation and maintenance / enhancements of solutions in the corporate sector organisation. The experience must include Experience in solution analysis, and development for the development, implementation and maintenance/enhancements of systems within the corporate/public sector, including: Successfully developed and implemented applications Software development team leadership competency Software development deliverable effort planning, estimations and execution management Developed efficient and effective IT solutions to diverse and complex business problems. Extensive experience with a wide variety of database management systems and maintenance. 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.

Strong experience in Oracle EBS HCM modules (Core HR, Payroll, SSHR, OTL, Performance, etc.).

Proven experience developing in:

- PL/SQL
- Oracle Forms/Reports
- OA Framework (OAF)
- BI Publisher
- Workflow Builder
- AME (Approval Management Engine)

Knowledge:

Solid understanding of computer science including algorithms, data structures, operating systems and databases. 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 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

- Oracle EBS Architecture (Apps Tier, WebLogic, Concurrent Manager, AD utilities)
- SQL, PL/SQL optimization and tuning
- OA Framework, Java, XML Publisher templates
- Workflow & AME setup and debugging
- API utilization for HR and Payroll modules
- Version control (Git, SVN)
- Linux shell scripting
- Oracle Application Object Library (AOL) concepts

Technical Competencies

Solid understanding of computer science including algorithms, data structures, operating systems and databases. 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 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

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Interpersonal and Behavioural Competencies

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.

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 Nov 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*****