



VACANCY ADVERTISEMENT

Vacancy Information Download

Reference Number:	SITA/20260316/2831
BPS Vacancy Number:	VAC00131/ 26
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:	SITA Centurion
Number Of Openings:	1

Purpose of Job:

To manage and or execute the process to transform business requirements (functional & nonfunctional) 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. To play a key role in analyzing, designing, and improving information systems to support business objectives. This role requires strong analytical skills, hands-on system analysis experience, and the ability to collaborate with both technical and non-technical stakeholders.

Responsibilities:

- Lead team/s to ensure effective and efficient operations and that all the resources are utilized optimally. This must be done in managing, 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.
- Lead system analysis activities across the full system development life cycle (SDLC).
- Manage Analysis and Design project commitments spanning multiple environments to ensure that they are 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
- Work closely with developers, testers, project managers, and business users to ensure successful system implementation.
- 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 (Computer Science, Information Systems, Technology and Engineering) or related field.
 Experience: 6 - 7 years' experience in the ICT field with at least 3–4 years' experience in system analysis role, including in IT Governance, systems development, implementation and maintenance / enhancements of solutions operational responsibility in a corporate/public sector organization. Experience in solution analysis and design. Experience in developing software. Experience in data modelling. Experience in software component integration. Strong understanding of system development methodologies (Agile, Waterfall, or hybrid). Experience in requirements gathering, process modeling, and system design. Ability to work independently and manage multiple priorities effectively. Excellent analytical, problem-solving, and communication skills.

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

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@sita.co.za or Call: 0801414882

Closing Date : 01 Apr 2026

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*****