Vacancy Information Download	

Reference Number:	SITA/20260323/2851
BPS Vacancy Number:	VAC00363/27
Job Title:	Junior: Software Developer
Job Level:	C2
Vacancy Type:	Internal & External
Salary Range:	R300971.00 - R451457.00
Organisation Name:	State Information Technology Agency
Division:	ADM: Exec Apps Development & Maintain
Department:	AM: DOD Unique
Employment Type:	Permanent
Location:	SITA Erasmuskloof
Number Of Openings:	1

Purpose of Job:

To execute under supervision, the design, development/customisation, testing, release, maintenance and enhancement of integrated applications, in accordance with ICT standards and the enterprise architecture for Government.

Responsibilities:

• Under supervision design and develop integrated Technical Service Specifications for single or multiple software.
• Under supervision develop software or customize software which includes the full life cycle management of the solution to ensure standardisation which will enable
 the delivery of a high-quality solution and products for improved service delivery.
• Under supervision coordinate software IT solutions implementations so as to meet service delivery commitments and to ensure specifications and standards are met.
• Maintain the integrated IT software components systems once they are up and running.

Qualifications and Experience:

Minimum: 3 years Diploma / Degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field.
Experience: 2 - 3 years' experience within software development field, within systems development, implementation and maintenance / enhancements of solutions in the corporate/public sector organisation. The experience must include: Experience within software development and Experience in data management.

Knowledge:

Solid understanding of computer science including, data structures, operating systems and databases. Knowledge of different role players in the software development Understand and can interpret business and functional requirements artefacts Working knowledge of design techniques, tools, and principles involved in the production of software requirements specifications, models and designs. Working knowledge of programming languages and Integrated development tools to translate software designs into software applications Working knowledge of software testing techniques and tools Knowledge and experience with one or more of the major programming languages, HTML and JavaScript Skill, Java, Python, PHP, Net etc. Knowledge and experience with one or more of the major database systems, MySQL, MsSQL, Oracle, Mongo, etc Team-working experience.

Technical Competencies

Application Development. Application Maintenance and Support. Database Administration

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 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

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******