



## VACANCY ADVERTISEMENT

### Vacancy Information Download

Reference Number:	SITA/20260506/2915
BPS Vacancy Number:	VAC00831/26 (RE 03)
Job Title:	Software Developer
Job Level:	C5
Vacancy Type:	Internal & External
Salary Range:	R478420.00 - R717630.00
Organisation Name:	State Information Technology Agency
Division:	ADM: Exec Apps Development & Maintain
Department:	ADM: AM Integration API Mgt & Data Analytics (ECM)
Employment Type:	Permanent
Location:	SITA Centurion
Number Of Openings:	1

#### Purpose of Job:

To research, design, install, test and maintain and enhance software systems write and coding of individual programmes in accordance with ICT standards and the enterprise architecture for Government

#### Responsibilities:

Coordinate software system installation and monitor equipment functioning to ensure specifications are met.; Maintain the integrated IT software components systems once they are up and running.; Produce detailed specifications and writing the programme codes.; Develop /Design software or customize software for client use with the aim of optimizing operational efficiency using SITAs software development stack / development framework.; Develop integrated Technical Service Specifications for single or multiple software components to clearly set direction for procuring or building software components.

#### Qualifications and Experience:

Minimum: 3 years Diploma / Degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field.

Experience: 3 - 5 years' experience with full software development lifecycle (SDLC), within systems development, implementation and maintenance / enhancements of solutions in the corporate sector organisation.

SharePoint experience should include:

Installation, upgrade and configuration of SharePoint hybrid environment. Design, development, administration, support and maintenance of SharePoint on premises and SharePoint online. Plan, design and implement SharePoint security including, but not limited to, authentication, security roles, user groups, audiences, and item level security. Troubleshooting of functional and technical incidents occurring within SharePoint hybrid environment. Strong understanding of Power Platform (Power Automate, Power Apps), powerBi, SharePoint PowerShell scripting and C#.

Maintaining technical documentation that supports SharePoint hybrid environment.

#### Knowledge:

Understanding of computer science including algorithms, data structures, operating systems and databases. Understanding of the user requirement process. Understand various tools and techniques in identifying functional requirements of software. Knowledge of Governance e.g. Cobit and ITIL. Knowledge of the software development process and its technologies. Knowledge to design and develop test plans and software simulator to facilitate different levels of testing. Knowledge to report the results of different levels of testing report, the discrepancies between the software and its related documents. Knowledge of design techniques, tools and principles involved in production of precision technical plans, blueprints, drawings and models. Understand the requirements for verification and validation of design documentations, verify and validate different levels of software/system design. Development methodologies (e.g. RUP, OpenUp, Agile), SDLC, COTS (Commercial of the Shelf) Products, Security (Software and Technolo

#### 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.

## Database Administration

The installation, configuration, upgrade, administration, monitoring and maintenance of databases. Pro

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

Closing Date : 20 May 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\*\*\*\*\*