



## VACANCY ADVERTISEMENT

### Vacancy Information Download

Reference Number:	SITA/20260514/2934
BPS Vacancy Number:	VAC00502/27
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:	Prov EC: Application Development & Maintenance
Employment Type:	Contract
Contract Duration:	36 - Months -Fixed Term Contract
Location:	Bhisho
Number Of Openings:	1

#### Purpose of Job:

To perform the designs, builds, and maintains custom business applications using the Microsoft Power Platform, collaborating with stakeholders to automate workflows and integrate data from sources like Dataverse, SharePoint, and SQL Server.

#### Responsibilities:

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

#### Qualifications and Experience:

Required Qualification: 3 Year Diploma / Degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field.  
 Experience: 3 - 5 Years' experience and expertise in Microsoft Power Apps, Power Automate, and Dataverse. Ability to write Power Fx formulas and, occasionally, JavaScript or PCF (PowerApps Component Framework) controls. Familiarity with REST APIs, Microsoft Graph API, and data integration technologies. Experience with Power BI for creating dashboards and reports. Strong code review skills and attention to quality. Genuine interest in AI-assisted development tools. Proven track record delivering enterprise level digital solutions. Experience leading cross-functional transformation projects. Experience with common data service, data connectors, and Apis. Knowledge of additional programming languages like JavaScript, HTML, and CSS. Excellent problem-solving and analytical skills. Familiarity with Agile development methodologies.

#### Knowledge:

Advanced Microsoft Power Platform proficiency (Power Apps, Power Automate, Power BI, Dataverse). Strong technical, analytical, and conceptual thinking abilities. Excellent interpersonal and communication skills. Ability to translate business requirements into technical solutions. Strong adherence to SOPs and digital governance practices. Detail-oriented, with excellent problem-solving ability. Strong proficiency with data manipulation language including optimization techniques. Have advanced understanding of data modelling, storage subsystems, and data manipulation techniques. Have hands-on experience with Agile methodology, test-driven development, and coding best practices. Have experience guiding junior developers in technical best practices.

#### Technical Competencies

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 Technologies). Software Development Fundamentals. Software Requirements. Comprehensive knowledge of software testing techniques and tools Comprehensive knowledge and experience with one or more of the major programming languages, HTML and JavaScript Skill, Java, Python, PHP, Net etc. Comprehensive knowledge and experience with one or more of the major database systems, MySQL, MsSQL, Oracle, Mongo, etc Comprehensive Team-working experience.

#### Interpersonal and Behavioural Competencies

##### 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

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 : 26 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\*\*\*\*\*