



## VACANCY ADVERTISEMENT

### Vacancy Information Download

Reference Number:	SITA/20260701/3012
BPS Vacancy Number:	VAC00837/26
Job Title:	Advanced: Software Developer
Job Level:	D3
Vacancy Type:	Internal & External
Salary Range:	R760490.00 - R1140736.00
Organisation Name:	State Information Technology Agency
Division:	ADM: Exec Apps Development & Maintain
Department:	AM: SAPS Unique
Employment Type:	Permanent
Location:	SITA Centurion
Number Of Openings:	1

#### Purpose of Job:

The role will be responsible to execute complex application development, maintenance projects and services and provide innovative solutions and products that resolve challenges of government service delivery. The Advance Software Developer will be responsible for guiding and executing the design, development, and execution of complex services and projects of ICT solutions.

#### Responsibilities:

- Lead the development of functional requirements that articulate clear and concise project deliverables that are compatible with user expectations.
- Deliver feasibility and cost-benefit analysis, including choice of application architecture to enhance the overall application development process
- Lead and execute complex software development and customisation projects spanning multiple environments to ensure that it is successfully delivered.
- Lead and develop/ customise complex applications services solutions by studying information needs; consulting with clients, studying systems flow, data usage and work processes; investigating problem areas; following the software development lifecycle using SITAs software development stack/ development framework.
- Lead and execute maintenance of integrated IT software components using SITAs software development stack/ development framework
- Ensure execution of and participate in comprehensive test activities to test program functionality for new and existing applications in compliance with SITA test methods and testing techniques using SITA approved testing tools
- Lead, manage and execute packaging and releasing of integrated IT software components in accordance with ICT standards and the enterprise architecture for Government
- Evaluate existing applications responsible for and understand how to modernize.

#### Qualifications and Experience:

Minimum: 3 – 4-year National Higher Diploma / National Degree in Software Engineering/ Computer Science /Information Technology or relevant qualification equivalent to NQF Level 6. A post graduate qualification OR bachelor's degree in software engineering/ computer science. /Information Technology or relevant equivalent NQF Level 7 OR 8 Will be an added advantage.

Vendor certification for applications will be an added advantage.

Experience: 7-10 years' experience with full JAVA software development lifecycle (SLDC), Jasper Reports. Experience of HTML CSS, JAVA Script, JQuery will be advantageous. WebSphere Portal, WebSphere MQ IBM Rational Business Developer, Rational Application Developer for z/OS, PL/SQL, Oracle 12, including solution development, operational responsibility in a large corporate/public sector organisation. The experience must include Good solid programming Skills and understanding of the JAVA Basic language is required. Experience in Database and other technologies will be an advantage. 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.

## Knowledge:

Knowledge of: ICT Governance and Compliance. Extensive knowledge to design test plans according to the software requirements specification. Extensive knowledge of the software development process and its technologies. 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. COTS (Commercial of the Shelf) Products. OSS (Open-Source Software) Products. Application Maintenance and Support. Enterprise architecture framework (TOGAF, Zachman, FEAF, MODAF, GWEA Framework, MIOS). Extensive knowledge of user interfaces designs. Extensive knowledge of solution Integration strategies and tools Comprehensive knowledge of Cloud Computing Extensive knowledge of source control and version control tools like Git and SVN Comprehensive knowledge of virtualisation and containerisation Comprehensive knowledge of DevOps ( Continuous Integration, Continuous Delivery, Continuous Testing, Continuous Monitoring Infrastructure as Code, Config Management) Comprehensive knowledge of Agile Methodologies (Feature-Driven Development, Test-Driven Development, Scrum, Extreme Programming) Extensive knowledge of coding Extensive knowledge of software testing techniques and tools Extensive knowledge of software team leadership.

## Skills:

- Java language 8 or higher.
- JPA - Java Persistence API
- Oracle Weblogic Application Server
- EJB – Enterprise Java Beans
- Spring Boot Frame Work
- REST API
- Oracle SQL and Stored Procedures
- JSF – Java Server Faces and or Primefaces framework
- Oracle SQL
- HTML and Java Script.

## 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 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.

#### Empathy

The ability to understand and share the feelings of another.

#### Inclusivity

The practice or policy of including people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of minority groups.

#### 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 m

## 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 : 14 Jul 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\*\*\*\*\*