



VACANCY ADVERTISEMENT

Vacancy Information Download

Reference Number:	SITA/20260821/3084
BPS Vacancy Number:	VAC00749/27
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:	Applications
Department:	AM: ERP Solution Management
Employment Type:	Contract
Contract Duration:	36 -Months- Fixed Term Contract
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:

Knowledge of: 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, Oracle PL/SQL, JavaScript and HTML, Java, Java Servlets, Java Server Pages, JBoss/Wildfly Web Application Server, Web User Interface Design, Software Requirements, Software Development Processes, Object-Oriented Design (OOD), Multimedia Content Development, Jasper Reporting, Software Debugging with various IDEs, working knowledge of Linux and Windows operating systems, Oracle APEX (Application Express), Oracle REST Data Services (ORDS), Oracle SQL Developer, XML and JSON data handling, RESTful and SOAP Web Services, Apache Tomcat, Oracle WebLogic Server, Version Control Systems (Git, SVN), Unit Testing frameworks (JUnit), Agile/Scrum Development Methodologies, Database Design and Normalisation, Performance Tuning and Optimisation, Bootstrap and CSS Frameworks, Shell Scripting, and Technical Documentation.

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

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.

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 : 03 Sep 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*****