



VACANCY - 3145

REFERENCE NR	:	VAC01301/24
JOB TITLE	:	Consultant: Functional Application Support
JOB LEVEL	:	D1
SALARY	:	R 558 347 - R 837 521
REPORT TO	:	Lead Consultant: Functional Application Support
DIVISION	:	ADM: Applications
DEPT	:	Transversal and Unique Systems
LOCATION	:	SITA Centurion
POSITION STATUS	:	Permanent (Internal & External)

Purpose of the job

To provide advisory and Functional Application Support services for Oracle Enterprise Resource Planning (ERP) systems and related enterprise applications in accordance with agreed service level agreements, ensuring business continuity, optimal system performance and effective service delivery to clients.

Key Responsibility Areas

- To ensure a Financially stable environment
- Oversee and Provide Functional Application Support services
- Implement functional system enhancements / changes in accordance with client request
- Provide Integrated Management information support solutions to clients and management
- Facilitate stakeholder engagement and provide business advisory services
- Pro-actively manage risks that might affect SITA's performance and delivery to clients.
- Ensure adherence to ICT governance frameworks, policies, standards, and best practices.

Qualifications and Experience

Minimum: 3-year Bachelor's degree or National Diploma in ICT related, Information Systems, Computer Science.

Experience: 5-6 years' experience in Functional Application Support within the ICT industry, including Oracle Enterprise Resource Planning (ERP) systems. Proven experience in business process analysis, requirements management, systems maintenance, incident and problem resolution, user support, solution testing and implementation of system enhancements. Experience supporting ERP functional modules such as Finance, SCM/Procurement, HR/HCM, Payroll, OTL/Projects and Asset Management will be an added advantage.

Technical Competencies Description

Good understanding of client business processes, policies, and operations. Business Process Management (BPM). Software integration testing, system integration testing, user acceptance testing, and implementation of testing procedures. Understanding of enterprise business systems and Oracle ERP applications. ICT strategy implementation and operational planning. Sound exposure to application development and support trends within the ICT environment.

Knowledge of software configuration and release management principles, system implementation methodologies, ICT project coordination, master data management, and information management. Customer relationship

management, stakeholder engagement, and service delivery management. Understanding of SITA internal processes, Functional Application Support methodologies, IT security standards and practices, and service management principles.

Knowledge of ITIL, COBIT, CMMI, QuEST, ISO standards, User Requirement Specification (URS) development, interface management, and business process optimisation. Ability to analyse and resolve application-related issues effectively and provide advisory support within an Oracle ERP environment.

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.
- Analytical thinking - Identifies issues; obtains relevant information, relates and compares data from different sources and identifies alternative solutions.
- Attention to Detail - The ability to ensure information is complete and accurate.
- 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 setbacks 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.

How to apply

To apply please log onto the e-Government Portal: 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 www.eservices.gov.za, then follow the below steps:

1. Click on "Employment & Labour
2. Click on "Recruitment Citizen"
3. Login using your username and password
4. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs

For queries/support contact egovsupport@sita.co.za OR 080 1414 882

CV`s sent to the above email addresses will not be considered.

Closing Date: 09 October 2026

Disclaimer

SITA is an Employment Equity employer, and this position will be filled based on the Employment Equity Plan. Correspondence will be limited to short-listed candidates only. Preference will be given to members of designated groups.

- If you do not hear from us within two months of the closing date, please regard your application as unsuccessful.
- Applications received after the closing date will not be considered.
- It is the applicant`s responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA).

- Only candidates who meet the requirements should apply.
- SITA reserves the right not to make an appointment.
- The appointment is subject to getting a positive security clearance, the signing of a performance contract, assessment recommendation, verification of the applicants' documents (Qualifications), and reference checking.
- Correspondence will be entered to with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be considered.