



VACANCY - 2822

REFERENCE NR	:	VAC00315/27
JOB TITLE	:	Programme Manager: SITA Transformation Programme
JOB LEVEL	:	D5
SALARY	:	R 1 035 817 – R 1 553 726
REPORT TO	:	Executive Corporate and Digital Strategy
DIVISION	:	Corporate & Digital Strategy
DEPT	:	CDS: Executive Corporate & Digital Strategy
LOCATION	:	SITA Erasmuskloof
POSITION STATUS	:	5 years Fixed term contract (Internal & External)

Purpose of the job

To programme manage SITA strategic transformation programme, in accordance with the SITA Project Management Methodology within the approved corporate portfolio, with specific focus on all projects and initiatives linked to the SITA Strategy and the Annual Performance Plan (APP).

The SITA Transformation Programme Manager will coordinate and integrate programme activities across the organisation by working closely with the Strategy Office, Enterprise Portfolio Management Office (EPMO), executive and C-level initiative owners, cross-functional teams, and service providers. The role is responsible for establishing and maintaining effective programme governance and assurance mechanisms, coordinating consolidated and integrated reporting, managing interdependencies and integration across initiatives, and ensuring systematic benefits realisation tracking.

The incumbent is accountable for mitigating execution risk, ensuring compliance with governance and assurance requirements, and driving the successful delivery of SITA's transformation programme objectives in line with the SITA Strategy, APP, and Board and Executive directives.

Key Responsibility Areas

- Effectively applies programme management principles to initiate and plan the programme.
- Direct and manage programme execution to ensure successful delivery of the programme and subsidiary projects.
- Plan and optimize the effective utilization of programme management capacity throughout the APP Strategy cycle.
- Consolidate monitor and control programme and subsidiary project's work to ensure successful delivery of the programme's objectives within budget, scope, time and quality according to plan. Including integrated change control and configuration management.
- Consolidate, monitor and control costs and revenue to ensure the delivery of the programme and subsidiary projects within budget and profitability guidelines.
- Perform quality control of programme.
- Consolidate, monitor and report programme performance.
- Conduct good portfolio governance, including configuration management, contracting, governance meetings, risk management, issue management, audit readiness and corporate governance adherence.
- Ensure full alignment with the SITA Strategy, APP, and Board and Executive mandates.
- Managing of and/or collaboration with all service provider appointed to assist the Strategy Office to define, review or aligned the 5-Year SITA strategy and/or annually APP. Ensure programme aligned with amendments.

Qualifications and Experience

Minimum: 3-year National Diploma / Degree in a relevant discipline - at least NQF level 6.

Certifications: Project Management Professional (PMP) and/or Prince 2 Practitioner and/or Programme Management Professional (PgMP) and/or Advanced Practitioner (MSP – Managing Successful Programmes) will be advantageous.

Experience: A minimum of 8 - 10 years working experience, including expertise in:

- At least 4 years' experience in programme management of a complex programme, with specialized focus on organizational strategy delivery and transformation.
- Experience with executive and C-level stakeholders, cross-functional teams, and service providers. At least 4 years' working experience in an IT environment and
- At least 4 years in public sector IT environment.

Technical Competencies Description

Knowledge of: Public/private sector; Information Technology management; ICT Services; Project Management Office (PMO) Management; PPM methodologies (PMBOK, Agile PM and Prince 2); PPM Governance. Computer Literacy: MS Office; MS Projects. Personal Attributes/Behaviours: Agility/Collaboration/Customer Centricity/Innovation/Empathy/Integrity.

Technical Competencies: Architecture; Business Analysis; Business Writing; Customer Relationship Management; Financial Accounting; General Administration; Human Capital Management; IT Project Management; Management Accounting; Product & Service Lifecycle Management; Project/Programme Management; Research & Innovation; IT Risk Management; Software Quality Management; Supply Chain Management; Vendor/Supplier Management.

Leadership Competencies: Customer Experience, Collaboration, Communicating and Influencing, Honesty, Integrity and Fairness, Outcomes driven, Innovation, Planning and Organising, Creative Problem Solving, Bimodal IT Practice, Managing People and Driving Performance, Decision-making, Responding to Change and Pressure, Strategic Thinking.

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 call 080 1414 882

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

Closing Date: 27 March 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.

- 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.
- 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.