



## **VACANCY RE ADVERTISEMENT**

|                        |   |                                                      |
|------------------------|---|------------------------------------------------------|
| <b>REFERENCE NR</b>    | : | <b>VAC00706/24</b>                                   |
| <b>JOB TITLE</b>       | : | <b>Senior Software Developer (Natural Adabas)</b>    |
| <b>JOB LEVEL</b>       | : | <b>D2</b>                                            |
| <b>SALARY</b>          | : | <b>R 620 597 - R 930 895</b>                         |
| <b>REPORT TO</b>       | : | <b>Technical Manager</b>                             |
| <b>DIVISION</b>        | : | <b>ADM: Applications Development and Maintenance</b> |
| <b>DEPT</b>            | : | <b>ADM: SOCPEN</b>                                   |
| <b>LOCATION</b>        | : | <b>SITA Centurion</b>                                |
| <b>POSITION STATUS</b> | : | <b>Permanent (Internal &amp; External)</b>           |

### **Purpose of the job**

To lead the design, implementation, debugging, documentation, release and maintenance of software-based solutions, write code and enhance software/systems in accordance with ICT standards and the enterprise architecture for Government.

### **Key Responsibility Areas**

- Lead the design and development of new features for the software systems, and improvement of the existing ones;
- Implementation, debugging, documentation and release of the software solutions;
- Provide maintenance and enhancement support of the existing systems;
- Perform software systems coding assignments; and
- Supervision of the Software development team.

### **Qualifications and Experience**

**Minimum:** Matric plus related advanced development certificate/advanced natural course attendance certificate; 6 - 7 plus years' experience in Natural Adabas) or 3 years National Higher Diploma / Bachelor's degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field. Bachelor's / Honours with IT specialization (NQF6) will be an added advantage.

**Experience:** 6-7 years' experience with full software development lifecycle (SLDC), including solution development, operational responsibility in a large corporate/public sector organisation. The experience must include: Good solid programming Skills and understanding of Natural Adabas. Experience in Database 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 working on multiple tasks and report status. Experience in interacting with customers. Technical Competencies Description Knowledge of: Solid understanding of computer science including algorithms, data structures, operating system. Extensive experience in software development using Natural Adabas a prerequisite.

## Technical Competencies Description

Solid understanding of computer science including algorithms, data structures, operating systems and databases. ICT Governance and Compliance Governance e.g. Cobit and ITIL Strong knowledge to design test plans according to the software requirements specification. Broad and extensive knowledge of the software development process and its technologies. Extensive knowledge of design techniques, tools, and principals involved in the production of software requirements specifications, models and designs. Strong knowledge of user interfaces.

**Technical competencies:** Application Development, Application Maintenance and Support, Database Administration.

**Leadership competencies:** Customer Experience, Collaboration, Communicating and Influencing, and Honesty, Integrity, 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, and Strategic Thinking.

## Other Special Requirements

N/A.

## How to apply

To apply please log onto the e-Government Portal: [www.eservices.gov.za](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 [www.eservices.gov.za](http://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](mailto:egovsupport@sita.co.za) OR call 080 1414 882

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

**Closing Date: 14 December 2023**

## 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. Please clearly indicate the reference number of the position you are applying for.
- 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 a right not to make an appointment.

- Appointment is subject to getting a positive security clearance, the signing of a balance score card contract, 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.