



## VACANCY RE ADVERTISEMENT

<b>REFERENCE NR</b>	:	<b>VAC00060/25</b>
<b>JOB TITLE</b>	:	<b>Senior Software Developer (Oracle Application DBA)</b>
<b>JOB LEVEL</b>	:	<b>D2</b>
<b>SALARY</b>	:	<b>R 651 627 - R 977 440</b>
<b>REPORT TO</b>	:	<b>Technical Manager</b>
<b>DIVISION</b>	:	<b>ADM: Applications Development and Maintenance</b>
<b>DEPT</b>	:	<b>SAPS Unique</b>
<b>LOCATION</b>	:	<b>SITA Centurion</b>
<b>POSITION STATUS</b>	:	<b>3 Years Fixed term contract (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:** 3 years National Higher Diploma/ Bachelor's degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field.

**Experience:** 6 - 7 years' experience with full software development lifecycle (SLDC), including solution development, operational responsibility in a large corporate/public sector organisation.

Strong background in application database administration within large corporate or public sector organisations.

Hands-on experience with:

- Oracle Database Administration (installation, configuration, backup/recovery, performance tuning, patching, and upgrades).
- Oracle Fusion Middleware (v12 and above) – configuration, administration, and support.
- Oracle PL/SQL – advanced programming, optimization, and troubleshooting.
- Oracle APEX – application support, configuration, and deployment.
- Jasper Reports – configuration and integration.
- WebSphere Portal and WebSphere MQ – administration, deployment, and troubleshooting.

Practical experience in software development lifecycle (SDLC) processes and solution deployment.

Strong understanding of Java basics (not as a primary developer, but sufficient to support integration and troubleshooting).

Proven ability to:

- Perform solution analysis, deployment, and implementation in complex environments.
- Lead or guide development/support teams, including effort estimation and execution management.
- Develop efficient and effective IT solutions for complex business problems.
- Maintain and optimize a variety of database management systems.

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.

### 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. Strong knowledge of solution Integration strategies and tools Working knowledge of Cloud Computing Strong knowledge source control and version control tools like Git and SVN Working knowledge of virtualisation and containerisation (Docker, Kubernetes) Working knowledge of DevOps (Continuous Integration, Continuous Delivery, Continuous Testing, Continuous Monitoring Infrastructure as Code, Config Management) Working knowledge of Agile Methodologies (Feature-Driven Development, Test-Driven Development, Scrum, Extreme Programming) Extensive background in coding Extensive knowledge of software testing techniques and tools Extensive knowledge of software team leadership IT Quality Management e.g. ISO9001 and CMMI IT Security ICT Standards COTS (Commercial of the Shelf) Products OSS (Open Source Software) Products IT Strategies and Architectures Strong knowledge of data integration tools Execution of Architecture methods and practices e.g. TOGAF and GWEA.

**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: 12 June 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 a 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 applicant`s documents (Qualifications), and reference checking.
- Correspondence will be entered to with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be considered.