



VACANCY - 2850

Re – Advertisement

REFERENCE NR	:	VAC00584/26
JOB TITLE	:	Advanced Software Developer (Natural Adabas)
JOB LEVEL	:	D3
SALARY	:	R 760 490 – R 1 140 736
REPORT TO	:	Technical Manager
DIVISION	:	Application Development & Maintenance
DEPARTMENT	:	AM: Social
LOCATION	:	SITA Centurion
POSITION STATUS	:	Permanent (External and Internal)

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 Area

- Lead the development of functional requirements that articulate clear and concise project deliverables that are compatible with user expectations.
- Deliver feasibility and cost-benefit analysis, including choice of application architecture to enhance the overall application development process.
- Lead and execute complex software development and customization projects spanning multiple environments to ensure that it is successfully delivered.
- Lead and develop/ customize complex applications services solutions by studying information needs; consulting with clients, studying systems flow, data usage and work processes; investigating problem areas; following the software development lifecycle using SITAs software development stack/ development framework.
- Lead and execute maintenance of integrated IT software components using SITAs software development stack/ development framework.

Qualifications and Experience

Minimum: Matric (Grade 12) or equivalent.

Added Advantage Qualification: 3-year National Higher Diploma/ Bachelor's degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field or Natural/Adabas training certificate.

Experience: 7- 8 years' experience with full software development lifecycle (SLDC), of which a minimum of 6 years must be actively using Natural Adabas in a development and/or maintenance role within a large corporate/public sector organisation. The experience must include solution analysis, design, development, implementation and maintenance of systems as well as the management and planning of deliverables and communication to clients.

Technical Competencies Description

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.

Application Maintenance and Support - The provision of application maintenance and support services, either directly to users of the systems or to service delivery functions. Support typically includes investigation and resolution of issues and may also include performance monitoring. Issues may be resolved by providing advice or training to users, by devising corrections (permanent or temporary) for faults, making general or site-specific modifications, updating documentation, manipulating data, or defining enhancements. Support often involves close collaboration with the system's developers and/or with colleagues specialising in different areas, such as Database administration or Network support.

Database Administration - The installation, configuration, upgrade, administration, monitoring and maintenance of databases. Providing support for operational databases in production use and for internal or interim purposes such as iterative developments and testing. Improving the performance of databases and the tools and processes for database administration (including automation).

Interpersonal and Behavioural Competencies

1. Attention to Detail - The ability to ensure information is complete and accurate.
2. Continuous Learning - The ability to constantly expand one's skill set.
3. Resilience - The ability to effectively handle disappointment, rejection and set-backs while still working well and meeting deadlines.
4. Stress Management - The ability to keep functioning effectively when under pressure and maintain self-control in the adversity.

Other Special Requirements

Applicants who previously applied for this position are welcome to reapply.

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: 02 April 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 shortlisted 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 into with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be considered.