



VACANCY - 3074

Re – Advertisement

REFERENCE NR	:	VAC00886/25
JOB TITLE	:	Advanced Software Developer
JOB LEVEL	:	D3
SALARY	:	R 760 490 – R 1 140 736
REPORT TO	:	Technical Manager
DIVISION	:	Application Development & Maintenance
DEPARTMENT	:	AM: Digital Services
LOCATION	:	SITA Centurion, Pretoria
POSITION STATUS	:	24 - Months - Fixed Term Contract - (Internal & External)

Purpose of the job

To lead the design, development, testing, implementation, debugging, documentation, release, maintenance and enhancement of integrated software applications, 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 customisation projects spanning multiple environments to ensure that it is successfully delivered.
- Lead, and develop/ customise 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: 3 – 4 year National Diploma / Degree in Software Engineering/ Computer Science /Information Technology or relevant qualification equivalent to NQF Level 6. A post graduate qualification OR Bachelor's Degree in Software Engineering/ Computer Science /Information Technology or relevant equivalent NQF Level 7 OR 8 Will be an added advantage.

Certification: Vendor certification for applications will be an added advantage.

Experience: A minimum of 7 years' experience in the ICT field, including IT Governance, IT Planning, systems development/procurement, implementation and maintenance/enhancements of integrated solutions across multiple hardware and software platforms with senior operational responsibility in a large corporate/public sector organisation including:

- Extensive experience in software development in multiple platforms.
- Extensive experience within Applications Technical solution design in multiple business domains.

- Extensive Experience in integration.
- Extensive experience in data management.

The following experience will be an added advantage;

- Experience in DevOps and Agile Methodologies. Experience in applications modernisation. CRM Dynamics, ASP.Net Core, C# and Angular JS. Comprehensive knowledge and experience with one or more of the major database systems, SQL Server, MySQL, Oracle, etc. Comprehensive Team – working experience. Strong knowledge of sources control and version tools such as Git and CI/CD.

Technical Competencies Description

Knowledge of: Application Solution/Systems Development, Maintenance & Implementation. In-depth knowledge of SDLC methodologies and best practices. Knowledge of Agile/Scrum project methodologies. In-depth technical knowledge of application software. Understanding of software development concepts and processes. Knowledge of formal project management concepts and methodologies. Ability to manage multiple system development projects at once and facilitate project team activities. Knowledge and understanding of PFMA. Knowledge of Business Change, Business Change Management, Requirements Definition and Management.

Other Special Requirements

N/A

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: 21 August 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 to with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be considered.