REFERENCE NR	:	**VAC00198 (Re-advertisement)**
JOB TITLE	:	**Software Developer (BI)**
JOB LEVEL	:	**C5**
SALARY	:	**R 478 420 - R 717 630**
REPORT TO	:	**Technical Manager**
DIVISION	:	**Application Development and Maintenance**
DEPARTMENT	:	**ADM AM Social**
LOCATION	:	**SITA Centurion**
POSITION STATUS	:	**24 - Months – Fixed Term Contract (Internal & External)**

Purpose of the job

To design, develop, test, implement, debug, draft technical documents, and maintain Business Intelligence (BI) solutions that enable data-driven decision-making within Government, using Power BI and related Microsoft BI technologies, in line with ICT standards and enterprise architecture.

Key Responsibility Area

- Design, develop, and maintain Power BI dashboards, reports, and data models
- Build and manage semantic models / cubes (SSAS Tabular or equivalent)
- Develop interactive dashboards for operational, tactical, and strategic reporting
- Translate business requirements into clear BI solutions and visual insights
- Develop and optimise ETL/ELT processes using SQL, SSIS, or equivalent tools
- Integrate data from multiple sources (databases, APIs, flat files, enterprise systems)
- Write and optimise SQL queries and views for reporting and analytics
- Produce technical and user documentation for BI solutions
- Provide support, enhancements, and maintenance of BI platforms
- Collaborate with business users, analysts, and technical teams
- Participate in release management and controlled deployment of BI solutions
- Write and optimise SQL queries and views for reporting and analytics

Qualifications and Experience

Minimum: 3 years Diploma / Degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field.

Experience: 3 to 5 years' experience with full software development lifecycle (SLDC), Business Intelligence or Data Analytics, implementation and maintenance / enhancements of solutions in the corporate sector organisation. Proven hands-on experience using Power BI in a production environment. Experience across the full BI lifecycle: requirements, modelling, development, deployment, and support.

Technical Competencies Description

Knowledge of: Strong expertise in Power BI Desktop and Power BI Service. Experience building data models and cubes (SSAS Tabular or equivalent). Strong SQL skills (MS SQL Server preferred). Experience with data warehousing concepts (fact tables, dimensions). Ability to integrate multiple data sources into BI solutions. Understanding of data

governance, security, and role-based access. Understanding of computer science including algorithms, data structures, operating systems and databases. Understanding of the user requirement process. Understand various tools and techniques in identifying functional requirements of software. Knowledge of Governance e.g. Cobit and ITIL Knowledge of the software development process and its technologies Knowledge to design and develop test plans and software simulator to facilitate different levels of testing. Knowledge to report the results of different levels of testing report, the discrepancies between the software and its related documents. Understand the requirements for verification and validation of design documentations, verify and validate different levels of software/system design. Development methodologies (e.g. RUP, OpenUp, Agile), SDLC COTS (Commercial of the Shelf) Products Security (Software and Technologies). Software Development Fundamentals. Software Requirements. Comprehensive knowledge of software testing techniques and tools Comprehensive knowledge and experience with one or more of the major programming languages, HTML and JavaScript Skill, Java, Python, PHP, Net etc. Comprehensive knowledge and experience with one or more of the major database systems, MySQL, MsSQL, Oracle, Mongo, etc Comprehensive Team-working experience.

Soft Skills and Attributes

Strong analytical and problem-solving skills. Ability to convert complex data into clear business insights. Good communication skills (technical and non-technical stakeholders). Ability to work independently and within multidisciplinary teams. Strong attention to detail and data accuracy.

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: 29 January 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.