Re-Advertisement

REFERENCE NR	:	**VAC00785/25**
JOB TITLE	:	**Advanced Software Developer**
JOB LEVEL	:	**D3**
SALARY	:	**R 760 490 – R 1 140 736**
REPORT TO	:	**Senior Manager**
DIVISION	:	**Application Maintenance**
DEPARTMENT	:	**AM: SAPS Unique**
LOCATION	:	**SITA Centurion**
POSITION STATUS	:	**Permanent (Internal & External)**

Purpose of the job

The role will be responsible to execute complex application development, maintenance projects and services and provide innovative solutions and products that resolve challenges of government service delivery. The Advance Software Developer will be responsible for guiding and executing the design, development, and execution of complex services and projects of ICT solutions.

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: 3 – 4 Year National Higher Diploma / National Degree in Software Engineering/ Computer Science /Information Technology or relevant qualification equivalent to NQF Level 6.

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

Experience: 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 the Java language, Eclipse IDE, Spring MVC framework and Oracle database is essential and required.

Technical Competencies Description

Understanding of user requirement process Knowledge of Java software development process and its technologies computer science including algorithms, data structures, operating systems and databases. 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. Development methodologies (e.g. RUP, OpenUp, Agile), SDLC COTS (Commercial of the Shelf) Products Security (Software and Technologies). Comprehensive knowledge of software testing techniques and tools Comprehensive knowledge and experience with one or more of the major programming languages Java and Oracle. Comprehensive knowledge and experience with one or more of the major database systems Oracle. Comprehensive Team-working experience.

Technical Competencies: Application Development, Application Maintenance and Support, Database Administration.

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: 17 December 2025

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 balance scorecard 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.