



VACANCY - 2744

Re - Advertisement X7

REFERENCE NR	:	VAC01500
JOB TITLE	:	Advanced: Software Developer
JOB LEVEL	:	D3
SALARY	:	R 760 490 - R 1 140 736
REPORT TO	:	Technical Manager
DIVISION	:	Application Maintenance
DEPT	:	AM: Digital Services
LOCATION	:	SITA Centurion
POSITION STATUS	:	36 – Months - Fixed Term Contract (Internal & External)

Purpose of the job

The role will be responsible for executing 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 Areas

- 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
- Ensure execution of and participate in comprehensive test activities to test program functionality for new and existing applications in compliance with SITA test methods and testing techniques using SITA approved testing tools
- Lead, manage and execute packaging and releasing of integrated IT software components in accordance with ICT standards and the enterprise architecture for Government
- Evaluate existing applications responsible for and understand how to modernize.

Qualifications and Experience

Required Qualification: minimum 3 – 4-year National Higher Diploma / National Degree in Software Engineering/ Computer Science /Information Technology or relevant qualification equivalent to NQF Level 6. A post graduates qualification

Bachelor's Degree in Software Engineering/ Computer Science /Information Technology or relevant equivalent NQF Level 7 OR 8 Will be an added advantage. 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.

Experience with technology stack:

- Java 8
- JEE 7
- Spring framework
- Javascript
- Bootstrap
- JSF (Primefaces, Omnifaces)
- MySQL and Oracle databases
- Wildfly
- Tomcat
- Nginx
- Linux OS (Ubuntu)
- Springboot

Technical Competencies Description

Knowledge of: ICT Governance and Compliance. Extensive knowledge to design test plans according to the software requirements specification. Extensive knowledge of the software development process and its technologies. Programming Languages. Development, Implementation and Integration Methodologies, including Testing, Packaging and Release. IT Quality Management. Business Process Management. General Management, including Business, Human Resource. Management and General Financial Management. ICT Procurement practices. IT Security and ICT Standards. COTS (Commercial of the Shelf) Products. OSS (Open Source Software) Products. Application Maintenance and Support. Enterprise architecture framework (TOGAF, Zachman, FEAF, MODAF, GWEA Framework, MIOS). Extensive knowledge of user interfaces designs. Extensive knowledge of solution Integration strategies and tools Comprehensive knowledge of Cloud Computing Extensive knowledge of source control and version control tools like Git and SVN Comprehensive knowledge of virtualisation and containerisation Comprehensive knowledge of DevOps (Continuous Integration, Continuous Delivery, Continuous Testing, Continuous Monitoring Infrastructure as Code, Config Management) Comprehensive knowledge of Agile Methodologies (Feature-Driven Development, Test-Driven Development, Scrum, Extreme Programming) Extensive knowledge of coding Extensive knowledge of software testing techniques and tools Extensive knowledge of software team leadership.

Technical competencies: Application Development, Application Maintenance and Support, System Maintenance & Support, Business Analysis, Business Continuity, Business Writing, Database Administration, Database Management

Enterprise ICT Governance (Policies & Legislation), Product & Service Lifecycle Management, Project/Programme Management, Research & Innovation, Software Quality Management, and Systems Administration.

Leadership competencies: Customer Experience, Collaboration, Communicating and Influencing, Honesty, Integrity and 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.

Interpersonal/behavioural competencies: Active listening, Attention to Detail, Analytical thinking, Continuous Learning, Disciplined, Empathy, Inclusivity, Resilience, Stress Management.

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 080 1414 882**

CV's sent to the above email addresses will not be considered

Closing Date: 06 February 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 the right not to make an appointment.
- 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.