



## VACANCY - 3011

### Re - Advertisement

<b>REFERENCE NR</b>	:	<b>VAC05701</b>
<b>JOB TITLE</b>	:	<b>Senior Software Developer (Natural Adabas)</b>
<b>JOB LEVEL</b>	:	<b>D2</b>
<b>SALARY</b>	:	<b>R 651 627 - R 977 440</b>
<b>REPORT TO</b>	:	<b>Technical Manager</b>
<b>DIVISION</b>	:	<b>Application Maintenance</b>
<b>DEPARTMENT</b>	:	<b>AM Mainframe (POLFIN, EDUCATION &amp; PAS)</b>
<b>LOCATION</b>	:	<b>SITA Centurion</b>
<b>POSITION STATUS</b>	:	<b>60 - Months - Fixed Term Contractor (Internal &amp; External)</b>

### 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

- Perform software systems coding assignments.
- Supervision of the Software development team.
- Provide maintenance and enhancement support of the existing systems.
- Implementation, debugging, documentation and release of the software solutions.
- Lead the design and development of new features for the software systems, and improvement of the existing ones.

### Qualifications and Experience

**Minimum:** Grade 12 (Matric) or equivalent

**Preferred 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:** 6 - 7 years' experience with full software development lifecycle (SLDC), of which a minimum of 5 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

Solid understanding of computer science including algorithms, data structures, operating systems and databases. ICT Governance and Compliance Governance e.g. Cobit and ITIL Strong knowledge to design test plans according to the software requirements specification. Broad and extensive knowledge of the software development process and its technologies. Extensive knowledge of design techniques, tools, and principles involved in the production of software requirements specifications, models and designs. Strong knowledge of user interfaces. Strong knowledge of solution Integration strategies and tools. Strong knowledge source control and version control tools like PAC. Working knowledge of virtualisation and containerisation (Docker, Kubernetes) Working knowledge of DevOps ( Continuous Integration, Continuous Delivery, Continuous Testing, Continuous Monitoring Infrastructure as Code,

Config Management) Working knowledge of Agile Methodologies (Feature-Driven Development, Test-Driven Development, Scrum, Extreme Programming) Extensive background in coding Extensive knowledge of software testing techniques and tools Extensive knowledge of software team leadership IT Quality Management e.g. ISO9001 and CMMI IT Security ICT Standards COTS (Commercial of the Shelf) Products OSS (Open Source Software) Products IT Strategies and Architectures Strong knowledge of data integration tools Execution of Architecture methods and practices e.g. TOGAF and GWEA.

### **How to apply**

To apply please log onto the e-Government Portal: **[www.eservices.gov.za](http://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](http://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](mailto:egovsupport@sita.co.za) OR call **080 1414 882**

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

**Closing Date: 17 July 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. Please clearly indicate the reference number of the position you are applying for.
- 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.