



VACANCY - 2976

REFERENCE NR	:	VAC01050/26
JOB TITLE	:	Senior Manager: Technical Design
JOB LEVEL	:	D5
SALARY	:	R 1 035 817 – R 1 553 726
REPORT TO	:	HOD Applications Maintenance
DIVISION	:	Application Development & Maintenance
DEPARTMENT	:	Application Development
LOCATION	:	SITA Centurion
POSITION STATUS	:	Permanent (Internal & External)

Purpose of the job

The role will be responsible for overseeing the analysis, design, and enhancement of complex IT systems that support critical business operations. This role leads a team of systems analysts to ensure that technical solutions align with business goals, are feasible within existing architectures, and are delivered efficiently and effectively. This Senior Manager will ensure that a formal set of methodologies and tool set are in place and adhered to with a focus on more optimal ways of work. This position will be responsible for the enablement of the SITA Mandate at a sub departmental level relating to financial management, supplier/contract/demand management, human resources.

Key Responsibility Area

- Develop and implement Applications development , maintenance and services strategies, policies and procedures.
- Tracks the development and deployment of Applications services and projects that create brand value for the business and meet the needs of millions of consumers.
- Collaborate with other functional IT teams, company consulting and service management to build customer solutions.
- Manage transformation and modernisation of applications and technologies programs.
- Manage agile and sprint activities for development teams in partnership with Project managers and Scrum Masters.
- Financial and business management.
- Human Capital Management.

Qualifications and Experience

Minimum: 3-4 Year National Diploma / Degree in Software Engineering/ Computer Science /Information Technology or relevant equivalent. - at least NQF level 6 or a verified / certified alternative equivalent @ NQF Level 6.

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

Experience: A minimum of 8 -10 years practical experience in Applications Lifecycle Management. Experience should include: minimum 5 years' experience in a management/leadership level/role Experience in managing analysis, design, development and support of complex enterprise applications. Experience in managing medium to complex IT projects and or services with multiple internal / external dependencies Strong technical knowledge of enterprise systems, software development life cycle (SDLC), and systems integration approaches. Proficiency in

system modeling tools and techniques (e.g., data flow diagrams, entity relationship diagrams, UML). Solid understanding of databases, APIs, cloud platforms (AWS, Azure), and infrastructure fundamentals. Experience with Agile, Scrum, and/or Waterfall project methodologies. Excellent problem-solving, communication, and leadership skills.

Technical Competencies Description

Lead, mentor, and develop a team of systems analysts responsible for gathering and analyzing system requirements. Oversee systems analysis activities across multiple projects and ensure alignment with enterprise architecture and business needs. Work closely with business stakeholders, solution architects, and development teams to evaluate system capabilities and define optimal solutions. Translate business and functional requirements into technical specifications and system design documents. Conduct feasibility studies, impact analysis, and system integration planning for new and existing applications. Ensure documentation, system workflows, data models, and interface specifications are accurate and up to date. Define standards and methodologies for systems analysis, modeling, and documentation. Partner with project managers to estimate effort, plan resources, and track delivery timelines. Proactively identify system-related risks and mitigation strategies during early phases of project planning. Keep up with emerging technologies, system design trends, and integration practices to continuously improve systems analysis outcomes. Knowledge and understanding of PFMA Personal Attributes / Behaviors: Agility, Collaboration, Customer Centricity, Integrity, Innovation and Empathy.

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 June 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 into with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be considered.