



VACANCY -2581

REFERENCE NR	:	VAC00891/25
JOB TITLE	:	Senior Software Developer (Oracle)
JOB LEVEL	:	D2
SALARY	:	R 651 627 - R 977 440
REPORT TO	:	Technical Manager
DIVISION	:	Application Development & Maintenance
DEPARTMENT	:	Service Delivery Internal
LOCATION	:	SITA Erasmuskloof
POSITION STATUS	:	36 - Months - Fixed Term Contract (Internal & External)

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. Design, develop, enhance, and support Oracle E-Business Suite (EBS) 12.2.10 applications with a focus on the Human Capital Management (HCM) modules. The incumbent will ensure stability, scalability, and compliance of EBS customizations, integrations, and configurations in line with organizational business requirements and Oracle best practices.

Key Responsibility Area

- Leads Code Reviews for accuracy and functionality, participate in suggesting and supporting coding best practices and provide feedback on code quality.
- 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.
- Develop, test, and deploy (Reports, Interfaces, Conversions, Extensions, Workflows) components for Oracle EBS 12.2.10.
- Design and implement extensions and customizations using PL/SQL, OA Framework (OAF), Forms, BI Publisher, Oracle Workflow, and AME.
- Configure and enhance Oracle HCM modules (Core HR, Payroll, SSHR, OTL, iRecruitment, Performance Management).
- Develop integrations between EBS and third-party systems.
- Implement Oracle standards for personalization and customization using OUM or AIM methodology.

Qualifications and Experience

Minimum: 3-Year National Diploma in IT / Degree in Software Engineering/ Computer Science /Information Technology or relevant qualification equivalent to NQF Level 6.

Experience: 6-7 years' experience in oracle database administration. Lifecycle (SLDC), within systems development, implementation and maintenance / enhancements of solutions in the corporate sector organisation.

The experience must include Experience in solution analysis, and development for the development, implementation and maintenance/enhancements of systems within the corporate/public sector, including: Successfully developed and implemented applications Software development team leadership competency Software development deliverable effort planning, estimations and execution management Developed efficient and effective IT solutions to diverse and complex business problems. Extensive experience with a wide variety of database management systems and maintenance. Extensive experience with a wide variety of programming languages and technologies. Extensive experience with working on multiple tasks and report status. Experience in interacting with customers. Strong experience in Oracle EBS HCM modules (Core HR, Payroll, SSHR, OTL, Performance, etc.).

Proven experience developing in:

- PL/SQL
- Oracle Forms/Reports
- OA Framework (OAF)
- BI Publisher
- Workflow Builder
- AME (Approval Management Engine)

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 Working knowledge of Cloud Computing Strong knowledge source control and version control tools like Git and SVN 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

- Oracle EBS Architecture (Apps Tier, WebLogic, Concurrent Manager, AD utilities)
- SQL, PL/SQL optimization and tuning
- OA Framework, Java, XML Publisher templates
- Workflow & AME setup and debugging
- API utilization for HR and Payroll modules
- Version control (Git, SVN)
- Linux shell scripting
- Oracle Application Object Library (AOL) concepts

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: 11 November 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 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.