VACANCY -2731

REFERENCE NR	:	**VAC00557/26**
JOB TITLE	:	**Senior Software Developer**
JOB LEVEL	:	**D2**
SALARY	:	**R 651 627 - R 977 440**
REPORT TO	:	**Technical Manager**
DIVISION	:	**Application Development & Maintenance**
DEPARTMENT	:	**ADM: AM Social**
LOCATION	:	**SITA Centurion**
POSITION STATUS	:	**Permanent (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.

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.

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 efford 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.

Knowledge:

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.

Technical Competencies Description

1. **Application Development** - The specification and design of software to meet defined requirements by following agreed design standards and principles. The definition of software, components, interfaces and related characteristics. This includes the end-to-end definition of application components, services, interfaces, APIs, and related characteristics using the **Microsoft technology stack,** including but not limited to .NET / .NET Core, C#, ASP.NET (MVC / Web API), Entity Framework, Blazor / Razor / Angular / React, Microsoft SQL Server. The identification of concepts and patterns and the translation into a design which provides a
basis for software construction and verification. The evaluation of alternative solutions and trade-offs. The facilitation of design decisions within the constraints of systems designs, design standards, quality, feasibility, extensibility and maintainability. The development and iteration of prototypes/simulations to enable informed decision-making. The adoption and adaptation of software design models, tools and techniques based on the context of the work and selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.

2. Application Maintenance and Support - The provision of application maintenance and support services, either directly to users of the systems or to service delivery functions. Support typically includes investigation and resolution of issues and may also include performance monitoring. Issues may be resolved by providing advice or training to users, by devising corrections (permanent or temporary) for faults, making general or site-specific modifications, updating documentation, manipulating data, or defining enhancements Support often involves close collaboration with the system's developers and/or with colleagues specialising in different areas, such as Database administration or Network support.

3. Database Administration - The installation, configuration, upgrade, administration, monitoring and maintenance of SQL Server databases. Providing support for operational databases in production use and for internal or interim purposes such as iterative developments and testing. Improving the performance of databases and the tools and processes for database administration (including automation).

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: 04 February 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.