SITA

VACANCY -2450		

REFERENCE NR	:	**VAC00688/26, VAC00713/24 & VAC00503/25**
JOB TITLE	:	**Senior Software Developer (JAVA) X3**
JOB LEVEL	:	**D2**
SALARY	:	**R 651 627 - R 977 440**
REPORT TO	:	**Technical Manager**
DIVISION	:	**Application Development and Maintenance**
DEPT	:	**Application Development Services**
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 Areas

- Lead the design and development of new features for the software systems, and improvement of the existing ones;
- Implementation, debugging, documentation and release of the software solutions;
- Provide maintenance and enhancement support of the existing systems;
- Perform software systems coding assignments and testing
- Supervision of the Software development team.
- Develop integrated Technical Service Specifications for single or multiple software components to clearly set direction for building software components

Qualifications and Experience

Minimum: 3 years National Higher Diploma/ Bachelor's degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field.

Experience: 6 -7 years' experience working as a Full stack JAVA software developer within a large corporate/public sector organisation. Experience in leading the delivery of software development solution working in collaboration with other disciplines. A solid understanding of software development lifecycle (SLDC) and Agile methodology. Experience in Spring/Spring Boot and JAVA EE related frameworks, use of frontend technologies (Angular), ORM Tools (JPA, Spring Data, Hibernate), Integration technologies and Relational databases (Oracle, MySQL etc.). The candidate must have successfully developed and implemented applications and provided leadership within the project. Extensive experience with a wide variety of database management systems. 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.

Technical Competencies Description

Solid understanding of computer science including algorithms, data structures, operating systems and databases. Experience in Web Application Technologies (Servlets, JSF, JSP, JSTL, HTML, CSS, BOOTSFACES, PRIMEFACES,

etc.). Experience using the following application servers to develop: Oracle WebLogic, WebSphere and WildFly or JAVA related application servers. 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 of 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: Application Development, Application Maintenance and Support, Database Administration.

Leadership competencies: Customer Experience, Collaboration, Communicating and Influencing, and Honesty, Integrity, Fairness, Outcomes driven, Innovation, Planning and Organising, Creative Problem Solving, Managing People and Driving Performance, Decision-making and Responding to Change and Pressure.

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 egovsupport@sita.co.za **OR call 080 1414 882**

Closing Date: 12 August 2025

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. 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 a right not to make an appointment.
- Appointment is subject to getting a positive security clearance, the signing of a balance score card contract, 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.
- CV's sent to incorrect email address will not be considered