



VACANCY - 3103

Re-advertisement

REFERENCE NR : VAC00239/24
JOB TITLE : Senior System Analyst
JOB LEVEL : D2
SALARY : R 651 627 – R 977 440 per annum
REPORT TO : Technical Manager: Technical Design
DIVISION : ADM: Applications Development & Maintenance
DEPARTMENT : ADM: DEV Technical Design
LOCATION : SITA Centurion
POSITION STATUS : Permanent (Internal/External)

Purpose of the job

To manage and or execute the process to transform business requirements (functional & nonfunctional) into a set of software requirements that specify the software solution to be provided in terms of detailed requirements in accordance with ICT standards and the enterprise architecture for Government. To play a key role in analyzing, designing, and improving information systems to support business objectives. This role requires strong analytical skills, hands-on system analysis experience, and the ability to collaborate with both technical and non-technical stakeholders.

Key Responsibility Areas

- Lead team/s to ensure effective and efficient operations and that all the resources are utilized optimally. This must be done in managing, develop and implement Architectural and Governance mechanisms for the Software Development section to improve interoperability of government systems and quality of services and deliverable accordance with SITA Policy Framework
- Lead system analysis activities across the full system development life cycle (SDLC).
- Manage Analysis and Design project commitments spanning multiple environments to ensure that they are successfully delivered.
- Manage and or develop analysis and design work packages for integrated software components, taking into consideration SITAs software development stack and doing this in accordance with ICT standards and the enterprise architecture for Government
- Manage and or conduct activities to develop Application Service Specifications in accordance with ICT standards and the enterprise architecture for Government
- Work closely with developers, testers, project managers, and business users to ensure successful system implementation.
- Participate in procurement of integrated IT solutions in accordance with ICT standards and the enterprise architecture for Government, and within the SITA Supply Chain Management governance framework
- Participating in execution of comprehensive software test activities in accordance with SITA Test Methods and Testing Techniques
- Manage and execute packaging and releasing of integrated IT software components in accordance with ICT standards and the enterprise architecture for the Government
- Ensure that resources (including self) are kept abreast of the latest industry developments and ensure that

appropriate technologies are used for knowledge management so as to ensure innovation and improved productivity

Qualifications and Experience

Minimum: 3-year National Diploma / bachelor's degree in an ICT related field (Computer Science, Information Systems, Technology and Engineering).

Experience: 6 - 7 years' experience in the ICT field with at least 3–4 years' experience in system analysis role, including in IT Governance, systems development, implementation and maintenance / enhancements of solutions operational responsibility in a corporate/public sector organization. Experience in solution analysis and design. Experience in developing software. Experience in data modelling. Experience in software component integration. Strong understanding of system development methodologies (Agile, Waterfall, or hybrid). Experience in requirements gathering, process modeling, and system design. Ability to work independently and manage multiple priorities effectively. Excellent analytical, problem-solving, and communication skills.

Technical Competencies Description

Knowledge of: Corporate Governance; ICT Governance and Compliance; Development Methodologies; Programming Languages; Development, Implementation and Integration Methodologies, including Testing, Packaging and Release; IT Quality Management; Business Process Management; General Management, including Business, Human Resource Management and General Financial Management; ICT Procurement practices; IT Security and ICT Standards; Legislative environment and IT Legislation; COTS (Commercial of the Shelf) Products; OSS (Open Source Software) Products; Project Management; Application Maintenance and Support; Hosting and Converged Communication; Enterprise architecture framework (TOGAF, Zachman, FEA, MODAF, GWEA Framework, MIO); Object Orientation; Agile and Waterfall Methodologies; Model Driven Architectures; Distributed Architectures/Service Oriented Architectures; Solution Architecture and Database Design.

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 September 2026

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.
- 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.
- 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.