



## VACANCY - 2933

<b>REFERENCE NR</b>	:	<b>VAC00501/27</b>
<b>JOB TITLE</b>	:	<b>Software Developer (Microsoft .Net Developer)</b>
<b>JOB LEVEL</b>	:	<b>C5</b>
<b>SALARY</b>	:	<b>R 478 420 - R 717 630</b>
<b>REPORT TO</b>	:	<b>Senior Software Developer</b>
<b>DIVISION</b>	:	<b>Application Development and Maintenance</b>
<b>DEPARTMENT</b>	:	<b>Prov EC: ADM</b>
<b>LOCATION</b>	:	<b>SITA Bisho</b>
<b>POSITION STATUS</b>	:	<b>36 – Months – Fixed Term Contract (Internal &amp; External)</b>

### Purpose of the job

To perform the design, develop, and maintain scalable applications and database solutions.

### Key Responsibility Area

- Develop/Design software or customize software for client use with the aim of optimizing operational efficiency using SITAs software development stack / development framework.
- Coordinate software system installation and monitor equipment functioning to ensure specifications are met.
- Produce detailed specifications and write the programme codes.
- Maintain the integrated IT software components systems once they are up and running.
- Develop integrated Technical Service Specifications for single or multiple software components to clearly set direction for procuring or building software components.

### Qualifications and Experience

**Required Qualification:** 3 Year Diploma / Degree in ICT (Computer Science, Information Systems, Technology and Engineering) or related field.

**Experience:** 3 - 5 Years' full-stack development experience proficiency in C#, .NET, JavaScript, HTML5, T-SQL, and PostgreSQL. Strong code review skills and attention to quality. Genuine interest in AI-assisted development tools. Proven track record delivering enterprise level digital solutions. Experience leading cross-functional transformation projects. Experience with common data service, data connectors, and APIs. Knowledge of additional programming languages like JavaScript, HTML, and CSS. Excellent problem-solving and analytical skills. Familiarity with Agile development.

### Technical Competencies Description

**Knowledge of:** Be proficient in .net, C#, Vue, Angular, GIT, SQL, JavaScript, Typescript, python. Experience working with CI/CD practices and tools, with exposure to Azure DevOps (Azure Pipelines) would be advantageous. Experience working with cloud platforms and services would be advantageous. Experience working with AI tools and technologies would be advantageous. Strong proficiency with data manipulation language including optimization techniques. Have advanced understanding of data modelling, storage subsystems, and data manipulation techniques. Have hands-on experience with Agile methodology, test-driven development, and coding best practices. Have experience guiding junior developers in technical best practices.

## Technical Competencies:

Understanding of computer science including algorithms, data structures, operating systems and databases. Understanding of the user requirement process. Understand various tools and techniques in identifying functional requirements of software. Knowledge of Governance e.g. Cobit and ITIL Knowledge of the software development process and its technologies Knowledge to design and develop test plans and software simulator to facilitate different levels of testing. Knowledge to report the results of different levels of testing report, the discrepancies between the software and its related documents. Knowledge of design techniques, tools and principles involved in production of precision technical plans, blueprints, drawings and models. Understand the requirements for verification and validation of design documentations, verify and validate different levels of software/system design. Development methodologies (e.g. RUP, OpenUp, Agile), SDLC COTS (Commercial of the Shelf) Products Security (Software and Technologies). Software Development Fundamentals. Software Requirements. Comprehensive knowledge of software testing techniques and tools Comprehensive knowledge and experience with one or more of the major programming languages, HTML and JavaScript Skill, Java, Python, PHP, Net etc. Comprehensive knowledge and experience with one or more of the major database systems, MySQL, MsSQL, Oracle, Mongo, etc Comprehensive Team-working experience.

## Other Special Requirements

N/A

## How to apply

To apply please log onto the e-Government Portal: **[www.eservices.gov.za](http://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](http://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](mailto:egovsupport@sita.co.za) OR call 080 1414 882

**CV`s sent to the above email addresses will not be considered**

**Closing Date: 26 May 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.