



VACANCY - 2908

REFERENCE NR	:	VAC00300/26
JOB TITLE	:	Software Developer
JOB LEVEL	:	C5
SALARY	:	R 478 420 - R 717 630
REPORT TO	:	Senior Software Developer
DIVISION	:	Application Development and Maintenance
DEPARTMENT	:	AM: Integration, API Management & Data Analytics
LOCATION	:	SITA Centurion
POSITION STATUS	:	Permanent (Internal & External)

Purpose of the job

To research, design, install, test and maintain and enhance software systems write and coding of individual programmes in accordance with ICT standards and the enterprise architecture for Government.

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' experience with full software development lifecycle (SLDC), within systems development, implementation and maintenance / enhancements of solutions in the corporate sector organisation.

Technical Competencies Description

Knowledge of: Computer science concepts including algorithms, data structures, operating systems and databases. User requirement process and design methods. Development methodologies (e.g. RUP, OpenUp, Agile), SDLC COTS (Commercial of the Shelf) Products Security (Software and Technologies). Comprehensive knowledge of software testing techniques and tools. Comprehensive knowledge of ETL, Oracle PL/SQL, Oracle Data Integrator (ODI), Oracle Warehouse Builder (OWB). Knowledge of Oracle GoldenGate and Python is an added advantage.

Technical Competencies:

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. 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 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).

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

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

Closing Date: 06 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.