



## VACANCY - 2449

REFERENCE NR	:	VAC00687/26
JOB TITLE	:	Software Developer (JAVA)
JOB LEVEL	:	C5
SALARY	:	R 478 420 - R 717 630
REPORT TO	:	Technical Manager
DIVISION	:	Application Development and Maintenance
DEPARTMENT	:	Applications Development Services
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 technology stack/framework.
- Implementation, debugging, documentation and release of the software solutions.
- Perform software/systems coding assignments and testing.
- Develop integrated Technical Service Specifications for single or multiple software components to clearly set direction for 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 working as a Full stack JAVA software developer within a large corporate/public sector organisation. 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) and Relational databases (Oracle, MySQL etc.).

### Technical Competencies Description

**Knowledge of:** 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.). 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 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: 12 August 2025**

#### **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. 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 the right not to make an appointment.
- The appointment is subject to getting a positive security clearance, the signing of a balance scorecard 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.