



VACANCY - 2796

REFERENCE NR	:	VAC00319/27
JOB TITLE	:	Software Developer
JOB LEVEL	:	C5
SALARY	:	R 478 420 – R 717 630
REPORT TO	:	Advanced Software Developer
DIVISION	:	Application Development & Maintenance
DEPT	:	DOD Unique
LOCATION	:	SITA Erasmuskloof
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 Areas

- 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 writing the programme codes;
- Maintain the integrated IT software components systems once they are up and running; and
- Develop integrated technical service specifications for single or multiple software components to clearly set direction for procuring or building software components.

Qualifications and Experience

Minimum: 3 years 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

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 in Java programming language, and one or more of the following programming languages: HTML, JavaScript, C-Sharp, 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.

Will be Required to work on both Mainframe and Distributed/Open Systems environments and must have some basic training in COBOL.

Technical Competencies: Application Development, Application Maintenance and Support, Database Administration. CA Harvest Administration and Source Code Management.

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

For queries/support contact eRecruitmentSupport@sita.co.za

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

Closing Date: 27 February 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 a 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 to with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be considered.