



VACANCY - 2794

REFERENCE NR	:	VAC00329/27, VAC00190/27, VAC00330/27, VAC00331/27
JOB TITLE	:	Specialist System Testing X4
JOB LEVEL	:	C4
SALARY	:	R 409 935 – R 614 903
REPORT TO	:	Consultant: System Testing
DIVISION	:	CDS: Corporate & Digital Strategy
DEPT	:	Norms Standards & Quality
LOCATION	:	SITA Centurion
POSITION STATUS	:	3 years - Fixed term contract (Internal & External)

Purpose of the job

To test all applications for quality assurance before an application moves into a production environment.

Key Responsibility Areas

- Ensure effective and efficient service delivery in accordance with SITA Policy framework.
- Adhere to Architectural and Governance mechanisms for the system testing section to improve quality of services and deliverables
- Deliver system testing according to project plans and architectural and governance mechanisms to ensure overall compliance and improved service delivery
- Create workpackages for designing and developing system testing components taking into consideration SITAs software development stack ICT standards and enterprise architecture for Government
- Develop system testing components using SITA Test Methods and System testing Techniques using SITA approved System testing Tools
- Maintain system testing components using SITA Test Methods and System testing Techniques using SITA approved System testing
- Execute comprehensive performance, system and automated test activities in accordance with SITA Test Methods and System testing Techniques using SITA approved System testing Tools; and
- Ensure that resources (including self) are kept abreast of the latest industry developments and ensure that appropriate technologies are used for knowledge management to ensure innovation and improved productivity.

Qualifications and Experience

Required Qualification: 3-year National Diploma / Degree in an ICT related field (Computer Science, Information Systems, Technology and Engineering) or a verified / certified alternative equivalent @ NQF Level 6.

Certification: ITQSB, ITIL, COBIT, TOGAF Certification is advantageous.

Experience: 3-4 years' experience in the ICT field, including IT Governance, IT Planning, systems development / procurement, implementation and maintenance / enhancements of integrated solutions across multiple hardware and software platforms with leadership, management, operational responsibility in a large corporate/public sector organisation. 3-4 years' experience in the system testing profession including application of system testing techniques, interpretation of solution design architectures, walkthroughs and inspections, functional and non functional test automation concepts and manual software system testing.

Technical Competencies Description

Expertise on: KING III and Company Act Object Orientation Agile and Waterfall Methodologies Model Driven Architectures Distributed Architectures/Service Orientated Architectures Solution Architecture and Database Design COTS acquisition and implementation FOSS Products Financial management Fraud Awareness Knowledge of: Corporate Governance ICT Governance and Compliance Development Methodologies Programming Languages Implementation Methodologies IT Quality Management Business Process Management General Business Management General Human Resource Management General Financial Management General ICT Procurement IT Security ICT Standards Legislative environment and IT Legislation Integration Methodologies COTS (Commercial of the Shelf) Products OSS (Open Source Software) Products IT Strategies and Architectures Project Management Data Management Application Maintenance and Support User Support and Training Application System testing Hosting and Converged Communication Skills: Security (Software and Technologies) Portal (HTML, CSS, JAVA scripting, Portlets with various integrations) Interfacing and Integration (Middleware Technologies) Development methodologies (RUP, OpenUp, Agile), SDLC (ISOIEC12207)) Quality (ISO9001, CMMI) Entity Relationship Diagrams Governance Processes and Standards (COBIT, ITIL, UML) System testing (ISEB, ISTQB, IEEE829) Customer Relationship Management Political astuteness Business Acumen Negotiation Personal Attributes/ Behaviours:Agility, Collaboration, Customer Centricity, Integrity, Innovation and Empathy.

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: 27 February 2026

Disclaimer

SITA is Employment Equity employer, and this position will be filled based on Employment Equity Plan. Correspondence will be limited to short listed candidates only.

- 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 to with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be accepted.