

# Are you smart? Professional? Efficient? Effective? Passionate about your work?

The Government Pensions Administration Agency (GPAA) is a government component which reports to the Minister of Finance and administers funds and schemes on behalf of National Treasury and the Government Pension Fund (GEPF), the largest pension fund in Africa. It thus administers the pension affairs of approximately 1,7 million government employees and those pensioners, spouses and dependants.

To meet the needs of our changing client base, the GPAA is modernising. In order for this modernisation to be effective, we are looking to bring bright and enthusiastic professionals from all disciplines of life, who are interested in contributing towards positive change, into our fold. If this is you, please apply for the post/s detailed below:



**PERMANENT POSITIONS FOR SENIOR APPLICATIONS DEVELOPERS ARE CURRENTLY AVAILABLE AT THE GOVERNMENT PENSIONS ADMINISTRATION AGENCY BASED AT THE HEAD OFFICE IN PRETORIA.**

## SENIOR APPLICATIONS DEVELOPERS

### INFORMATION AND COMMUNICATION TECHNOLOGY

**SALARY: R 733 257 to R863 748 per annum (all-inclusive package) Level 11**

**Reference: SAPPDEV/2021/10-2P**

#### Role Purpose:

The key focus of the roles are to create user information solutions by developing, implementing and maintaining ICT application systems, components and interfaces. Two (2) permanent positions for Senior Application Developers are currently available at GPAA: Head Office. One will be appointed for Business Intelligence focus and the other for Business Applications Development focus.

#### Duties:

The successful candidate will be responsible for the following functions and include, but are not limited to:

**Manage the provision of Application Management services to the organization:** Ensure task activities are managed daily with estimates and deadlines • Plan delivery commitment such that deliverable does not unnecessarily move between releases • Ensure no delays accrue due to misunderstanding of requirements • Ensure quality control over output of the team by ensuring policies and procedures are followed • Provide technical assistance, guidance and advise to the team • Ensure the team are regularly informed about management decisions or change in the work environment • Drive Application Development, Support, Maintenance and Adaptation Strategies and Policies • Recommend best practice configurations (application & database) • Ensure Architectural standards are adhered to • Manage potential Application Management risks • Identify production problems (network, application, database, connectivity, performance problems) with proposed solutions with follow up of execution of approach • Check that all Applications Management Audit Report queries are addressed to eliminate or mitigate the associated risks and raise risks with management early. Management risks • Identify production problems (network, application, database, connectivity, performance problems) with proposed solutions with follow up of execution of approach • Check that all Applications Management Audit Report queries are addressed to eliminate or mitigate the associated risks and raise risks with management early.

**Implement Application Development, Support, Maintenance and Adaptation of new Applications:** Meet or exceed internal and external (customer) expectations based on delivery • Implement development objectives by analysing user requirements • envisioning system features and functionality • Design and develop user interfaces to internet/intranet applications by setting expectations and feature priorities, throughout the development life cycles • Complete application development by coordinating requirements, schedules, and activities • Enhance the quality of applications by improving the design or tuning for performance • Participate in the Code Review process and action the outcomes of the code review • Deliver code timeously to the test environment • Support, troubleshoot and resolve development and production problems across multiple environments and operating platforms • Integrate applications by designing effective integration architecture, studying and establishing connectivity with network systems and information servers • Support users by developing documentation and assistance tools and ensures operation by training internal client personnel • providing support.

**Plan capacity requirements:** Compile monthly reports on performance, costs, functionality and quality of Application Management services for senior management and GPAA management • Assess IT infrastructure requirements so that Application Management processes and procedures run smoothly and plan execution of work (estimate resourcing needs and duration for new/existing requirements - project plan with dependencies).

**Facilitate business partnering:** Enhances organization reputation by accepting ownership for accomplishing new and different requests • exploring opportunities to add value to job accomplishments • Provide Application Management support and advice to the Senior Management with regard to the relevant applications resolutions to problems raised by managers and contribute to Client meeting, demonstrating Application Management capability when required.

**Provide input to the strategic management of the section:** Compile comprehensive operational plans, quarterly and annual report • Keep abreast with changes in the relevant guidelines and other legislation, to make recommendations where policies and procedures need to be amended • Develop, enhance, and implement policies, processes and procedures that are relevant to the section and enhance service delivery • Collaborate with internal and external stakeholders to implement new systems and processes, enabling integration to other areas and track new developments in the industry, to improve effectiveness and efficiency of the Applications Management functions in the GPAA.

#### Requirements:

- A National Diploma/ Bachelor/s Degree in Information Technology or BSC (Computer Science); B Com (Information Systems) or similar professional qualification (at least 360 credits) with six (6) years proven appropriate experience in Application Services or ICT hardware and software or ICT field, with at least three (3) years management experience.
- A Post graduate degree in Business Analysis; Programming; System Analysis; Object Oriented Design (OOD), Software Debugging qualifications will serve as an advantage.
- Relevant experience in Management of Application Development Life Cycle will serve as an advantage.

#### Competencies and Knowledge:

##### For the position with Business Intelligence (BI) Application Development Focus:

Expertise on Oracle Business Intelligence Suite (OBIEE, ODI, Administration etc.) • SQL • PL/SQL • Data Warehousing • Oracle Database • DevOps • SDLC • Expertise and understanding of the Oracle technology stacks and interoperability with Legacy systems • Understanding of Oracle • Linux OS • Java • J2EE • Change Management Software.

##### For the position with General Applications Development Focus:

Expertise on Java • J2EE • Idea IntelliJ • Ultimate and JetBrains essential tools • Oracle Database • DevOps • SDLC • Change Management Software • Expertise on different Java based and Orientated development studios and platforms • Understanding of Mobile solutions development using Oracle Mobile hub and other mobile application development platforms as Flutter • Android Studio.

#### The following will be applicable to both roles:

Knowledge of Business Applications support services in an outsourced environment including escalations and root-cause analysis and Software Architecture • Knowledge of laws, precedents and government regulations around Government Finance (PFMA), SITA Act, Electronic Communications Act, etc. • Knowledge of Business Applications fit on business continuity requirements with a specific focus on security and disaster recovery • Knowledge of Prince or PMBOK project management methodology • High level of Communication skills both written and verbal • Teamwork • General verbal communication • Project management skills • Strategic decision making skills • Leadership skills • Collaboration skills • Delegation skills • Initiative • Emotional Intelligence • Integrity • Ability to see the big picture • Customer service orientation • Structured approach • Demonstrable commitment.

**TAKE NOTE OF THE DISCLAIMER MENTIONED ON EACH ADVERT DURING COVID LOCKDOWN.** It is mandatory that applications with supporting documentation, including signed Z83 be *emailed to the respective email addresses* indicated on each advert. *Ensure that you use the correct inbox/email.* Applications sent to the incorrect inbox will be deemed a regret. Ensure to sign your Z83 before you scan it. Please use your signature or valid e-signature and not your name written in block/typed print. A Z83 not signed will be deemed a regret. Only send documents related to the requirements in the advert. From 1 January 2021, a new application for employment (Z83) form will be effective. Should an individual wish to apply for a post on or after 1 January 2021, he/she will be required to submit the new application for employment form which can be downloaded at [www.dpsa.gov.za-vacancies](http://www.dpsa.gov.za-vacancies). From 1 January 2021 should an application be received using the incorrect application for employment (Z83), it will not be considered. **Requirements:** Applications must be submitted on form Z83, obtainable on the internet at <http://www.gpaa.gov.za> (Originally signed and scanned). The relevant reference number must be quoted on all documentation and on the subject heading of the email. Application should consist of (1) a comprehensive CV (specifying all experience and duties, indicating the respective dates MM/YY as well as indicating references with full contact details) (2) copies of all qualifications (including matriculation), Identity document, valid driver's license (where driving/travelling is an inherent requirement of the job) and proof of citizenship if not RSA Citizen. Failure to submit the above information will result in the application not considered and deemed a regret. **The candidate must agree to the following:** Shortlisted candidates must be available for virtual interviews at a date and time determined by GPAA. Applicants must note that pre-employment checks and references will be conducted once they are short-listed and the appointment is also subject to positive outcomes on these checks, which include but not limited to: security clearance, security vetting, qualification/study verification, citizenship verification, financial/asset record check, previous employment verification and criminal record. Applicants will be required to meet vetting requirements as prescribed by Minimum Information Security Standards. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). Correspondence will only be conducted with the short-listed candidates. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. **The candidate must take note of:** It is intended to promote representativeness through the filling of these posts and the candidature of persons whose promotion/ appointment will promote representativeness, will receive preference. Disabled persons are encouraged to apply. For salary levels 11 – 15, the inclusive remuneration package consists of a basic salary, the state's contribution to the Government Employees Pension Fund and a flexible portion in terms of applicable rules. SMS will be required to undergo a Competency Assessment as prescribed by DPSA. All candidates shortlisted for SMS positions will be required to undergo a technical exercise that intends to test the relevant technical elements of the job. One of the minimum requirements for SMS is the pre-entry certificate. For more details on the pre-entry course visit: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/> The GPAA reserves the right to utilize practical exercises/tests/competency assessments for non-SMS positions during the recruitment process (candidates who are shortlisted will be informed accordingly) to determine the suitability of candidates for the post(s). The GPAA reserves the right to cancel the filling/not to fill a vacancy that was advertised during any stage of the recruitment process. The successful candidate will have to sign and annual performance agreement and will be required to undergo a security clearance.

CLOSING DATE: 18 OCTOBER 2021 BEFORE 12H00 NOON. NO LATE APPLICATIONS WILL BE CONSIDERED.

Application email address: [gpaaeam@fempower.co.za](mailto:gpaaeam@fempower.co.za)

Application Enquiries: Geraldine on 084 093 5765

General Enquiries: Ms. Felicia Mahlaba (012) 319 1455



the gpaa

Department:  
Government Pensions Administration Agency  
REPUBLIC OF SOUTH AFRICA

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