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NSFAS
National Student Financial Aid Scheme

Job Specification & Recruiting Profile of Vacancy

03 September 2019

The following vacancy exists at NSFAS in Cape Town.

Position	Senior Database Administrator	Type & Grade	Permanent - Grade:12 - 13
Vacancy No	105 of 2019/20	**Department & Unit**	ICT Department

POSITION OVERVIEW:

The Senior Database Administrator will be responsible for managing the design, installation, monitoring, maintaining, and completing performance tuning to all database environments while ensuring high levels of data availability and stability. As such, the Senior Database Administrator manages the programming and operations of databases and Database Management Systems to ensures that the address business requirements and SLAs defined by the with the business are met.

RESPONSIBILITIES:

Key Performance Areas (KPA's)	Outputs
1. Database planning, baselining, scaling and capacity planning.	a. Keeping databases in the database environment operating to availability and performance SLAs

2. Recommending technologies for meeting business and workload requirements.	a.	New technologies or additions to existing technology stack that improves system or business output
3. Database performance	a. b. c. d. e. f.	Defining SLAs for database performance and availability with the business. Provide metrics and methods to measure the metrics Optimization of database performances through database design, indexing identifications and performance tuning. Meet the performance metrics Ensure healthy, optimized databases across all environments. Troubleshooting database problems and issues
4. Backup and recovery	a) a. b.	Meet backup recovery time and recovery point objectives Security and Access Reviews Ensuring database security, high availability, backup and recovery of all databases.
5. Installation and upgrades	a. b.	Databases installed as per specifications and standards Successful upgrades that produces minimum business downtime.
6. Vendor Management	a.	Vendors meets the SLA and performance metrics and measure vendor performance
7. Internal and external Communication	a. b.	Produce timeous and accurate reports Reporting to internal and external stakeholders on performance of ICT Databases and Data Management.
8. Manage technical reporting and escalation.	a. b.	Produce timeous and accurate reports Resolve escalations within SLA

DESIRED SKILLS AND EXPERIENCE

Minimum requirements:

- Bachelor's degree in ICT or related field

- Certification and training on Microsoft SQL Server including detailed knowledge of the database and

DBMS software, and some programming skills.

- Advanced SQL scripting capability
- Minimum of 10 years ICT general experience;
- Minimum of 7 years ICT database experience

Preferred:

- ITIL foundation certification
- Exposure to NoSQL databases

Competencies:

Skills & competencies required:

- Excellent customer service skills.
- Good written and verbal communication skills (in English);
- Windows Active Directory administration;
- Analytical skills;
- Leadership skills;
- Analysis and reporting

Core Competencies:

- SQL Server, and DBA knowledge and skills.
- SQL always- on Clustering
- Track record in system performance optimization and high availability/disaster recovery.
- An understanding of business processes and the databases they access, and the flow of information between processes.
- Ability to discuss database and data management techniques and capabilities with both technical and business audiences

Personal attributes:

- Leadership skills;

- Goal-oriented;

- Problem solving;

- Detail focused;

- Strongly team-oriented;

- Professional communicator;

- Self-motivated,

- Innovation

REMUNERATION & BENEFITS

Remuneration Package:
R 862 105 to R 1 217 082 per annum

Total Cost to Company per annum inclusive of all benefits and company contributions.

PLEASE NOTE

Closing date: 17 September 2019

Interested applicants should send detailed Curriculum Vitae, copies of academic qualifications and names of three contactable referees to Ms. Thokozile Mnikina via email jobs@nsfas.org.za. NSFAS do not consider late applications. Staff on Leave must ensure that they check the NSFAS portals for advertised vacancies and familiarize themselves with the respective closing dates. NSFAS only corresponds with Shortlisted Candidates. If you do not hear from NSFAS within 2 months of the closing date, please consider your application unsuccessful.

** NSFAS committed to employment equity. Preference will be given to candidates who improve employment equity considerations **

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