

Job Specification & Recruiting Profile of Vacancy

23 May 2025

The following vacancy exists at NSFAS in Cape Town.

Position	Senior Database Administrator	Type & Grade	Permanent, D1
Vacancy No	19 of 2025/26	Department & Unit	ICT

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 ensure that the address business requirements and SLAs defined by the with the business are met.

RESPONSIBILITIES:

Database planning, baselining, scaling and capacity planning.

- Keeping databases in the database environment operating to availability and performance SLAs

Recommending technologies for meeting business and workload requirements.

- New technologies or additions to existing technology stack that improves system or business output

Database performance

- 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

Backup and recovery

- Meet backup recovery time and recovery point objectives
- Security and Access Reviews
- Ensuring database security, high availability, backup and recovery of all databases

Installation and upgrades

- Databases installed as per specifications and standards
- Successful upgrades that produce minimum business downtime.

Vendor Management

- Vendors meets the SLA and performance metrics and measure vendor performance

Internal and external Communication

- Produce timeous and accurate reports
- Reporting to internal and external stakeholders on performance of ICT Databases and Data Management.

Manage technical reporting and escalation.

- Produce timeous and accurate reports
- Resolve escalations within SLA

DESIRED SKILLS AND EXPERIENCE

Minimum requirements:

- NQF Level 7 in Information Technology, Computer Science or related field
- Certification and training on Microsoft SQL Server including detailed knowledge of the database and DBMS software, and some programming skills.
- Exposure to at least one major provider: AWS, Azure, or Google Cloud
- 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
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Skills & Competencies

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

Closing date: 08 June 2025

Interested applicants must complete and submit an Employment Application Form available on the NSFAS website. The form must be supported by a detailed Curriculum Vitae which includes amongst other things the vacancy name/position title you are responding to, copies of academic qualifications, Identity Document, and names of three contactable referees. The response must be addressed to the following email address: **jobs@nsfas.org.za**.

The NSFAS does not consider late applications. The NSFAS talent acquisition team only corresponds with Shortlisted Candidates. Should you not hear from the NSFAS talent acquisition team within 2 months from the closing date, please consider your application unsuccessful. Appointments will be made in line with the NSFAS Employment Equity goals and targets
