



National Student Financial Aid Scheme

Job Specification & Recruiting Profile of Vacancy

19 April 2024

The following vacancy exists at NSFAS in Cape Town.

Position	Software Developer (X2)	Type & Grade	C4, Permanent
Vacancy No	11 of 2024/25	Department & Unit	ICT, System Support and Digital Development

POSITION OVERVIEW:

The purpose of the job is to design, develop (coding, unit testing, implementing software enhancements, 3rd level support) software applications and to build different layers of the infrastructure according to business needs.

RESPONSIBILITIES:

Policy, Systems & Procedure Development

- Analyse and translate requirements created by business analysts into a solution architecture.
- Design java applications and code that meet business requirements with appropriate functional and nonfunctional requirements.

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- Develop java applications and code used by the student center model.
 - Delivery of software development in compliance with an SDLC process.
 - Ensure all code produced has unit and integration tests and are functional.
 - Participate in design session and ensure code has been reviewed before it moves to the release branch.
 - Ensure adequate logging at correct log levels.
 - Adhere to stipulated coding standards and best practice.
 - Ensure OWASP secure coding standards are adhered to and applied.
 - Ensure code produced does not break any build or introduce priority 1 incidents.

Core Strategic & Operational Objectives Development

- Maintain efficiency of Java applications and code.
- Ensure the best possible performance, quality, and responsiveness of the applications.
- Identify bottlenecks and bugs.
- Create solutions to these bottlenecks and bugs.
- Help maintain code quality, organisation, and automatization.
- Continuously evolve the current systems and architecture landscape including the proactive management of technical debt.
- Resolve reported production incidents in stipulated timelines.
- Improve code quality and security where flaws have picked up.

People Management & Ethical Leadership

- Commit to the performance contracting and review process in a timely manner.
 - Abide by the NSFAS Code of Conduct. Standards of behaviour and ethical principles that all
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NSFAS employees must adhere to, in order to maintain the integrity and reputation of the organization.

- Familiarize with the code and ensure that their actions and behaviour are in line.
- Maintaining confidentiality, avoiding conflicts of interest, and treating colleagues and stakeholders with respect and professionalism.

Stakeholder Management & Relationships

- Ensure effective communication and smooth operation of activities. Software development team point of contact for project resources, consultants, service providers, responding to queries and complaints, and providing necessary information to stakeholders
 - Responsible for disseminating relevant information to stakeholders such as technical documentation, applications architecture, technical understanding of applications/systems to enable knowledge sharing. Communicating updates, changes, and other important information related to systems or applications, ensuring that stakeholders are informed and up to date.
 - Provide input towards internal audits for the unit and work with the auditor general when needed.
 - Ensuring that all records, processes, and procedures are accurate, up-to-date, and compliant with internal policies and external regulations.
 - Participate in NSFAS wide service delivery efforts through partnership, engagement, collaboration, and seeking and sharing of information as required. Collaborating with other departments and stakeholders to improve service delivery, seeking feedback, and sharing relevant information to improve overall organizational performance.
 - Attend to and resolve internal client requests. Ensuring that all requests are logged, prioritized, and responded to in a timely and effective manner, keeping management informed of progress.
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- Engage with colleagues using team dynamics, strong interpersonal skills, be able to work.

Project Management & Leadership

- Support the Project Manager with all the internal and external ICT related projects in the unit.
- Ensuring compliance with the implementation of project requirements
- Ensure communication among project team regarding ICT projects. Participate in regular project meetings, gather information as required and lead the process regarding software development and participate in internal/external audits if needed.

Compliance Monitoring & Evaluation

- Assist in formal submissions of documents to the unit, timely and in compliance with legal or process requirements.
- Identify potential risks and implement appropriate risk management strategies.
- Stay up to date with ICT Governance legislative compliance requirements and ensure that all policies and procedures are adhered to accordingly.

Information & Knowledge Management

- Conducting research and analysis to identify the information and data requirements of the ICT department and the talent acquisition team.
 - Collaborating with ICT team members and talent acquisition team members to understand their data and information needs and requirements.
 - Identifying and evaluating various software tools and systems that can be used to store, manage, and analyse data and information related to talent acquisition.
 - Coordinating with the ICT team to implement and configure the selected software tools and
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systems.

Reporting & Accountability

- Organizing and maintaining accurate records: responsible for keeping track of schedules, appointments, and deadlines. Creating and maintaining a filing system for documents, reports, and other important information.
- Preparing reports prepare reports on a regular basis. This could include tracking expenses, monitoring progress on projects, and analysing data.
- Communicating effectively: communicating with multiple stakeholders, such as the executive you are supporting, other team members, and external partners. It is important to be able to communicate clearly and professionally, both verbally and in writing.
- Monitoring progress on tasks and projects: It is important to keep track of tasks and projects, including deadlines and progress updates.
- Ensure that everything is on track and that deadlines are met.
- Providing feedback and suggestions for improvement: have a unique perspective on the organization and may be able to identify areas where improvements can be made. Providing feedback and suggestions for improvement can help to make the organization more efficient and effective.

DESIRED SKILLS AND EXPERIENCE

Minimum requirements:

- Diploma in Information technology, Computer science or other relevant qualification
- 3 years' experience working in the IT software development.
- At least 3 years' experience in Spring boot
- Experienced in agile methodology.
- Knowledge of software development design patterns
- 3 years' experience with Java developer
- Expertise developing enterprise-level web applications and RESTful APIs using Microservices, with demonstratable production-scale experience.
- Experience in Industry standard protocols related API security including Oauth.

Preferred

- Bachelor's degree in information technology, Computer science or other relevant qualification
- Experience in GIT/SVN, Swagger, Rabbit MQ
- Experience in creating unit test using Junit, Mockito or power mock.
- Good knowledge of Microservices
- Experience working with tools like Git, Maven
- Experience with J2EE Web development, Eclipse/ STS.SVN/ Rest web services, JPA/Hibernate
- Experience in markup language such as JSON and XML
- Experience on using Quality and Security tools such as Sonar Cube

Computer skills required:

- MS Word – Intermediate
- MS Excel – Intermediate
- MS Power Point – Intermediate
- MS Outlook – Intermediate
- Code writing software - Advanced.

Skill and Competencies:

- Strategic and visionary
- Problem-solving skills
- Planning skills
- Organising skills
- Communication skills
- Report writing skills.
- Analytical thinking
- Critical thinking skills
- Teamwork skill

REMUNERATION & BENEFITS

Remuneration Package: R 783 111 – R922 452 per annum

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

PLEASE NOTE:

Closing date: 03 May 2024

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 attention of Ms. Thokozile Mnikina via the following email address: **jobs@nsfas.org.za**.

Please note the following contact details are for enquiries about **JOB CONTENT ONLY** and NOT for application purposes.

For Enquiries please contact: Email: thokozilem@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.

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

“NSFAS is committed to providing equal opportunities and practicing affirmative action employment. It is our intention to promote representivity (race, gender, disability) in the organisation through filling of this position and candidates whose appointment will promote representivity will receive preference.
