

GRANTS MANAGEMENT AND ADMINISTRATION

BUSINESS UNIT: NICD
DISCIPLINE: INFORMATION TECHNOLOGY
LOCATION: SANDRINGHAM
POSITION: ANALYST DEVELOPER * 4
(FIXED TERM CONTRACT – 6 MONTHS) (READVERTISEMENT)
PAY GRADE: C5
REFERENCE NUMBER: NICD0925/002-01

Provide complex IT software solutions by working closely with business users throughout all phases of the software development lifecycle (SDLC) in support of the Institutes business processes.

Key job responsibilities

■ Follow and use proper project management principles on all projects ■ Participate in projects to understand new target systems' processes and provisioning needs and implement solutions ■ Communicates any and all progress, roadblocks, issues to the team and management in a timely manner ■ Facilitate Joint Analysis and Design (JAD) sessions, conduct business interviews and other information gathering techniques in order to determine business requirements ■ Analyse and document business requirements in consultation with users according to appropriate methodology and techniques ■ Design complex technical solutions in line with the Business requirements to ensure clarity and completeness of the solution ■ Develop and debug complex system components in line with technical specifications for quality implementation purposes ■ Determine and evaluate performance measures of the system to ensure optimal utilization ■ Scrub, manipulate and load data from other sources into the systems to ensure accuracy and correctness of information ■ Provides code review, testing, debugging, technical documentation, general testing instructions, and lead/assist in go-live planning, go-live moves, and post-live support ■ Troubleshoot and support issues identified ■ Ensure all change management and compliance procedures are being followed ■ Oversee resources associated with the design, development, testing and implementation phases of projects to ensure quality deliverables and assist in their growth ■ Provide training and documentation to relevant stakeholders to ensure they understand and can achieve optimal system utilization ■ Perform other duties within scope as required or assigned by emergency or other operational reasons for which the employee is qualified to perform.

Minimum requirements & key competencies

■ NQF Level 6 (Information Technology/Computer Science/Software Development/Software Engineering) ■ Minimum 3 years' experience as a Software Developer ■ 3+ years' experience with Microsoft .NET Core/.NET 5+ development using C# ■ Microsoft technologies including: ASP.NET Core, Entity Framework Core, and LINQ, modern web and mobile development frameworks and technologies including: Front-end: JavaScript (ES6+) - **Critical** ■ TypeScript, ReactJS, Angular, or Blazor ■ Backend: RESTful APIs, ASP.NET Core Web API, Styling: CSS3, SASS/SCSS, and responsive design frameworks (e.g., Bootstrap, Tailwind) ■ Database development including relational database design (SQL Server or PostgreSQL), SQL, and ORM tools like EF Core ■ UI/UX design and rapid prototyping ■ Experience with version control and CI/CD tools (e.g., Git, GitHub/GitLab, Azure DevOps, or Jenkins) - **Critical** ■ Experience leading and managing software development projects in structured or Agile environments ■ Proficient in software modelling using UML and/or modern design tools (e.g., Lucidchart, Draw.io) ■ Experience developing and integrating solutions with Microsoft 365 and SharePoint Online (Power Platform experience advantageous) ■ Strong understanding of the Software Development Life Cycle (SDLC) ■ Experience with unit testing and automated testing frameworks (e.g., xUnit, NUnit, Selenium, Playwright) ■ Familiarity with Agile methodologies (Scrum/Kanban) and DevOps practices - **Critical** ■ Experience with asynchronous programming, parallelism, and concurrency in modern .NET ■ Strong skills in debugging, performance tuning, and application optimization ■ Deep understanding of Object-Oriented Programming (OOP), Service-Oriented Architecture (SOA), and microservices.

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