Designation:	Application Development Manager | Waterfall, Johannesburg | Permanent
Category:	Information Technology
Job Level:	Professionally qualified and experienced specialists and mid-management
Posted by:	PSG Financial Services
Posted on:	14 Sep 2026
Reference Number:	POS37566
Closing date:	02-Oct-2026
Position Type:	Permanent
Location:	Waterfall Magwa Crescent

Overview:

VACANCY | APPLICATION DEVELOPMENT MANAGER | WATERFALL, JOHANNESBURG | PERMANENT

PSGs commitment to transform and embrace diversity is what drives us to achieve a diverse workplace with employment equity as a key goal to create an inclusive workforce. In achieving our employment equity goals, we give preference to applicants from designated groups, and we encourage people with disability to apply.

Job description:

As an Application Development Manager, you will bridge people leadership, technical delivery and business outcomes across multiple agile squads operating within PSG Wealth's Agile Delivery Model (ADM). You will manage cloud-native development programmes on the Azure platform, lead a cross-functional team of Developers, Business Analysts, QA engineers and Scrum Masters, and contribute directly to the delivery of key digital initiatives reshaping the adviser and client experience at PSG Wealth

Key Responsibilities:

People & Delivery

- Facilitate workshops to gather and analyse requirements for transactional systems, workflow, and OMNI channel enhancements and new implementations
- Line manage squads of developers, BAs, QA engineers and Scrum Masters — conducting 1:1s, personal development plans, performance reviews and hiring decisions.
- Lead sprint and release planning.
- Own capacity planning, resource allocation and backlog prioritisation in collaboration with business product owners.
- Facilitate weekly engagement between business stakeholders and delivery teams to align on priorities, trade-offs and delivery commitments.
- Remove blockers, manage escalations and report delivery metrics and quality outcomes to IT leadership.
- Manage relationships with 3rd-party vendors in terms of commercial and service delivery.
- Ensure applications remain adaptive to emerging client and business needs throughout their lifecycle.
- Extend or design new operational processes to support evolving delivery and business requirements.

Technical Governance

- Act as technical owner for a defined set of applications within the PSG Wealth portfolio.
- Own and enforce technical standards, code review practices and the Definition of Done across your squads.
- Maintain working knowledge of the PSG technology stack, including C# .NET, Azure Functions and Azure Service Bus, to effectively evaluate and govern technical decisions.
- Govern the Azure platform environment for your delivery portfolio: cost management, security policies and compliance.
- Drive the cloud migration roadmap for team workloads toward Azure cloud-native architecture.
- Participate in the PSG architecture forum and sign off on architecture and design decisions for your application set.
- Ensure CI/CD pipelines meet quality, security and release standards across all delivery teams.
- Oversee the testing strategy across manual QA and test automation teams.
- Evaluate and approve technology changes within the PSG Wealth IT stack.
- Manage all audit, risk and compliance requirements to ensure adherence to POPIA, FAIS and PSG group standards.
- Ensure security forms an integral part of all technology capabilities delivered by your teams.

Strategic Contribution

- Contribute to PSG Wealth IT and business strategy development.
- Drive continuous improvement to team practices and operational delivery environments.
- Embed AI-assisted development tooling (including GitHub Copilot and Azure AI services).

- Support delivery of the PSG Wealth digital transformation agenda across platform, digital channels and integration programmes.

Minimum requirements:

- B.Com Informatics / B.Engineering / B.Sc. Computer Science or equivalent.
- 5+ years' software development experience with at least 2 years in a technical leadership or management role.
- Hands-on experience with agile delivery tooling for source control, sprint tracking and automated build and release pipelines.
- Strong understanding of CI/CD, cloud-native architecture and modern software delivery practices.
- Excellent stakeholder communication skills at both technical and business executive levels

Advantageous:

- Experience in financial services or a regulated environment (POPIA, FAIS, FSP-regulated).
- Azure DevOps experience: boards, repositories and pipelines.

How to apply:

Candidates interested must apply on the PSG Careers website https://www.psg.co.za OR browse vacancies https://bit.ly/3bD2iAk by no later than 02 October 2026. By submitting your application, you are giving PSG Financial Services implicit consent to the storage and processing of your personal information. If you are not contacted within 2 weeks of your application, please accept that your application was unsuccessful.