



VACANCY - 3095

REFERENCE NR	:	VAC00711/27
JOB TITLE	:	Business Analyst
JOB LEVEL	:	C5
SALARY	:	R 478 420 – R 717 630
REPORT TO	:	Advanced Software Developer
DIVISION	:	Application Development & Maintenance
DEPT	:	ADM: Limpopo
LOCATION	:	SITA Polokwane
POSITION STATUS	:	12 - Months – Fixed Term Contract (Internal & External)

Purpose of the job

To help the business implement technology solutions in a cost-effective way by determining the requirements of a project or program, and communicating them clearly to stakeholders, facilitators and partners. (review, assessment, and development of business processes).

Key Responsibility Areas

- Consults with clients (Govt Departments) management and personnel to identify, define and document business needs and objectives, current operational procedures, problems, input and output requirements, and levels of systems access to improve interoperability of government systems and quality of services and deliverables.
- Identifies opportunities for improving business processes through information systems and/or non-system driver changes; assists in the preparation of proposals to develop new systems and/or operational changes.
- Deliver services according to project plans and architectural and governance mechanisms to ensure overall compliance and improved service delivery.
- Create business requirements analysis and design work packages for integrated software components, taking into consideration SITA's software development stack and doing this in accordance with ICT standards and the enterprise architecture for Government.
- Model Target Business Solution Specification in accordance with ICT standards and the enterprise architecture for Government.

Qualifications and Experience

Minimum: 3-Year National Diploma / Degree in Computer Science, Information Systems or related IT field / NQF level 6.

Experience: 3-5 Years' experience in business and systems analysis, business process management and business process engineering/reengineering. Including: experience in business modelling. experience in business architecture. experience in business specification development (URS, BRS, FDS) experience in solution architecture. experience in conducting research and feasibility study. experience in applying best practice

Technical Competencies Description

Knowledge of: Corporate and ICT Governance. System Development Life Cycle (SDLC) Tools and Methodologies. Solution Design. Development, Implementation and Integration Methodologies, including Testing Packaging and

Release. IT Quality Management. knowledge of business operations and systems requirements processes. knowledge of IIBA principles and practices. Business Process Management. IT Security and ICT Standards. Legislative environment and IT Legislation. COTS (Commercial of the Shelf) Products. OSS (Open-Source Software) Products. Project Management. Application Maintenance and Support. Enterprise architecture framework (TOGAF, Zachman, FEAF, MODAF, GWEA Framework, MIOS) . Enterprise Architecture Domains.

Technical competencies: Business Analysis; and Business Intelligence & Analytics.

Interpersonal/behavioural competencies: Attention to Detail; Analytical thinking; Disciplined; Resilience; and Stress Management.

How to apply

To apply please log onto the e-Government Portal: www.eservices.gov.za and follow the following process

1. Register using your ID and personal information
2. Use received one-time pin to complete the registration
3. Log in using your username and password
4. Click on "Employment & Labour
5. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs

Or, if candidate has registered on eservices portal, access www.eservices.gov.za, then follow the below steps:

1. Click on "Employment & Labour
2. Click on "Recruitment Citizen"
3. Login using your username and password
4. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs

For queries/support contact egovsupport@sita.co.za OR 080 1414 882

CV`s sent to the above email addresses will not be considered.

Closing Date: 11 September 2026

Disclaimer

SITA is an Employment Equity employer, and this position will be filled based on the Employment Equity Plan. Correspondence will be limited to short-listed candidates only. Preference will be given to members of designated groups.

- If you do not hear from us within two months of the closing date, please regard your application as unsuccessful.
- Applications received after the closing date will not be considered
- It is the applicant`s responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA).
- Only candidates who meet the requirements should apply.
- SITA reserves the right not to make an appointment.
- Appointment is subject to getting a positive security clearance, the signing of a performance contract, assessment recommendation, verification of the applicants` documents (Qualifications), and reference checking.
- Correspondence will be entered into with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be considered.