

## JOB SPECIFICATION & RECRUITING PROFILE OF VACANCY

11 February 2019

The following vacancy exists at NSFAS.

|                              |   |                         |                     |
|------------------------------|---|-------------------------|---------------------|
| <b>Position</b>              | Senior Manager:<br>Software Development | <b>Type &amp; Grade</b> | Permanent, Grade 13 |
| <b>Vacancy No</b>            | 66 of 2018/2019                         |                         |                     |
| <b>Department &amp; Unit</b> | ICT (Application Development)           |                         |                     |

### POSITION OVERVIEW

The Senior Manager: Software Development will lead and manage the development team to deliver outcomes aligned to the NSFAS strategic plan. The position will work closely with the ICT Management Team, the Project Office, Business Analysts, Testers and systems support staff. The incumbent reports directly to the Chief Information Officer and is a key member of the NSFAS ICT leadership team.

It is expected that the Senior Manager: Software Development will be an individual who is a skilled IT practitioner capable of balancing internal management with external demands, while keeping abreast of current IT technologies so as to assist NSFAS in meeting their demanding roll out strategy. While managing NSFAS's ICT activities, he/she will foster an environment of accountability, excellence, collaboration, continuous improvement and innovation among the staff and will demonstrate fiscal responsibility.

### RESPONSIBILITIES

Given the new student-centred model with its resultant vibrant, technologically savvy and high-performance organisational culture, the following Key Performance Areas for the Software Development Manager will be expected:

- Provide leadership and guidance to coach, motivate, and lead team members to their optimum performance levels and career development;
- Monitor individual employees' performance;
- Plan and manage delivery of software development in compliance with an SDLC process;

- Continuously improve the SDLC process to ensure effective software delivery while ensuring all role players are kept informed of progress;
- Implement and maintain a highly automated development and testing environment, supported by appropriate tools, to ensure high quality software component delivery;
- Translate requirements created by functional analysts into a solution architecture with appropriate design artifacts to ensure that functional and non-functional requirements are achieved, giving particular attention to providing software solutions that are able to dynamically scale to meet the needs of a growing student centred model.
- Continuously evolve the current systems and architecture landscape including the proactive management of technical debt;
- Actively engage with the Enterprise Architecture team to ensure establishment and compliance with design standards.

## DESIRED SKILLS AND EXPERIENCE

### **Minimum requirements:**

- A degree in Information Technology, or similar relevant qualification.
- A minimum of fifteen years' experience of which at least 7 years covers working through the conceptualisation, design, development, release cycle, and delivery of software products;
- A record of successful delivery of software applications as a team leader and/or development manager;
- Experience in the software development cycle on large scale integration projects;
- Strong leadership, project management skills, time management, and problem-solving skills
- Excellent people management skills;
- Experience with web services and REST
- Experience with architecting and implementing highly automated development and testing environments;
- Experience with Microsoft SQL Server or similar database
- Experience of containerization (for example, Docker) on large scale projects;
- Experience in implementation of industry standard data models (for example UDM), and how to leverage the value thereof;
- Exposure to BPM systems;
- Experience of dynamically scaling software components or services for high transaction volumes;
- A solid understanding of operational requirements of software components or services;
- Knowledgeable in ICT governance and service management standards such as COBIT and ITIL

- Excellent verbal and written communication skills;
- Experience in financial planning and budgeting.

### **Recommendations:**

- Knowledge and understanding of the NSFAS Act and the higher education policy environment;
- Demonstrate an understanding of financial systems;

### **Core Competencies:**

1. Strategic Orientation (Moderate level required) Strategic Orientation is about the ability to think long- term and beyond one's own area. It involves three key dimensions: business awareness, critical analysis and integration of information, and the ability to develop an action-oriented plan.
2. Customer Impact (Advanced level required) Customer Impact is about serving and building value- added relationships with customers or clients, be they internal or external.
3. Market Knowledge (Moderate level required) Market Knowledge is about understanding the market in which a business operates. This business context can include the competition, the suppliers, the customer base and the regulatory environment.
4. Commercial Orientation (Moderate level required) Commercial Orientation is about identifying and moving towards business opportunities, seizing chances to reduce costs and increase revenue.
5. Results Orientation (Advanced level required) Results Orientation is about being focused on improvement of business results.
6. Change Leadership (Advanced level required) Change Leadership is about transforming and aligning an organization through its people to drive for improvement in new and challenging directions. It is energizing a whole organization to want to change in the same direction.
7. Collaboration and Influence (Advanced level required) Collaboration and Influence are about working effectively with, and influencing those outside of, your functional area for positive impact on business performance.
8. People and Organisation Development (Advanced level required) People and Organizational Development is about developing the long- term capabilities of others and the organization as a whole and finding satisfaction in influencing or even transforming someone's life or career.
9. Team Leadership (Advanced level required) Team Leadership is about focusing, aligning and building effective groups both within one's immediate organization and across functions.

## REMUNERATION & BENEFITS

**Remuneration Package:** **R 1 005 063 – R 1 183 932 per annum**  
Total Cost to Company per annum inclusive of all benefits and company contributions.

**Benefits and Conditions:** **Compulsory Medical Aid, Pension Fund & Annual Bonus**  
Included in the above remuneration is the company contribution to our compulsory pension fund (7.5%), medical aid contributions and an annual bonus.

**Closing date:** **10 March 2019**

## PLEASE NOTE

**NSFAS do not consider late applications**

**Internal NSFAS Staff on Leave must ensure that they check the NSFAS portals for advertised vacancies and familiarize themselves with the respective closing dates**

**Interested applicants should send detailed Curriculum Vitae, copies of academic qualifications and names of three contactable referees to Ms. Fayroes Sherry via email [jobs@nsfas.org.za](mailto:jobs@nsfas.org.za)**

**NSFAS only corresponds with Shortlisted Candidates. If you do not hear from NSFAS within 2 months of the closing date, please consider your application unsuccessful**

**“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 this position and candidates whose appointment will promote representivity will receive preference. “**