



INTERNAL AND EXTERNAL ADVERTISEMENT

Position : Applications Developer
Task Grade Level : 12
Location : Head Office
Reporting Line : Manager: Information and Communication Technology
Duration : 5-Year Contract
Start Date : As soon as possible
Position advert nr : G3

NOTE: Applicants must please clearly indicate the name and position number on the application.

Main purpose of the Position:

To provide an applications developer services within information and communication technology of the ECRDA

Minimum requirements:

Educational

Bachelors’ Degree or National Diploma, with majors or electives in the information and or computer science

Experience

- 6 years working experience
- 4 years’ experience at supervisory level
- Proven / evident successful experience in administration within public or private sector

Competencies Required:

Knowledge	<ul style="list-style-type: none"> • Competent knowledge and understanding of relevant policy and legislation • Competent knowledge of performance management system • Basic knowledge of team leadership • Basic knowledge of supply chain management regulations • Good governance • Basic knowledge of Labour Relations Act • Operational knowledge of field-specific activities • Understanding of ECRDA’s delegation of powers, as well as field-specific roles
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Leading Competences	<p>Assessed Basic or Competent proficiency level on the following leading competences:</p> <ul style="list-style-type: none"> • Strategic Direction and Leadership • People Management • Programme and Project Management • Financial Management • Change Leadership • Governance Leadership • Stakeholder Relations
Core Competences	<p>Assessed Basic or Competent proficiency level on the following core competences:</p> <ul style="list-style-type: none"> • Moral Competence • Planning and Organising • Analysis and Innovation • Knowledge and Information Management • Communication • Results and Quality Focus

Key Performance Areas:

1.	<p>Procedure Revision and Documenting:</p> <ul style="list-style-type: none"> • Identify and revise or document gaps in standard operating procedures • Identify rooms for discretion or abuse in procedures, and tighten the prescriptive requirements thereof • Make input into delegation framework to maintain effectiveness of procedures, nonetheless the controls required <p>In order to ensure revision and documenting of procedures for effectiveness, and to curb discretion and abuse</p>
2.	<p>Task and Project Management Relationships:</p> <ul style="list-style-type: none"> • Work together with project managers to share resources and experience, and to help to improve efficiency and overall performance • Prioritise team tasks, optimise opportunities and avoid potential risks, and concentrate on what is best for the team <p>In order to ensure harmonious relationship with project managers</p>
3.	<p>Performance Management Process Responsibilities:</p> <ul style="list-style-type: none"> • Determine an appropriate schedule for regular performance conversations with co-workers • Use the quarterly performance reviews for achievements, setbacks, and then use this information to align goals and development plan for coming year • Deliver regular positive and constructive feedback • Check-in on target or goal progress, offering coaching or assistance, or revise targets or goals as necessary <p>In order to ensure performance management with co-workers</p>

4.	<p>Applications Development:</p> <ul style="list-style-type: none"> • Prepare, create, maintain and implement the source / specialised code as required by the product definition to enable application development • Contribute technical expertise to requirements analysis to enhance the quality of the solution design • Design the prototype application, indicate programme unit structure, and co-ordinate application plans with the development team or end-user • Complete testing and gather feedback to improve the quality and reduce operational risk of the developed application • Undertake post-release activities to develop a base of knowledge to be incorporated in future build and release cycles • Provide 3rd line application support and problem resolution to minimise the impact of application related service outages • Troubleshoot and debug applications • Evaluate existing applications to re-programme, update and add new features • Develop technical documents and handbooks to accurately represent application design and code <p>In order to develop software, web, and multi-media ECRDA applications that facilitate the achievement of business outcomes and improve business efficiencies and processes through leveraging technology</p>
5.	<p>Perform any other related duties as instructed by the Manager: ICT</p>

GENERAL INFORMATION

The application, which should as minimum contain a covering letter, CV, certified copies of your identity document, qualifications and drivers licence, must be submitted to recruitment@ecrda.co.za

NB:

- Without prejudice, correspondence will be limited to the short-listed candidates.
- Further be informed that if you have not been contacted within 1 month of the closing date, please accept that your application was unsuccessful.
- ECRDA is committed to the provisions of the Employment Equity Act (Act No. 55 of 1998)
- ECRDA reserves the right to appoint or not to make an appointment.
- Interviews will be conducted via MS Teams virtual platform, unless stated otherwise
- Administrative enquiries may be directed via email to Sarieta Maasdorp at maasdorps@ecrda.co.za
- Technical enquiries may be directed via email to C. Gardner at gardnerc@ecrda.co.za
- Date of issue: 18 June 2021

CLOSING DATE: 29 June 2021 at 12h00 midday. Late applications will not be accepted.