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WE HAVE EXCITING CAREER OPPORTUNITIES FOR:

### PERMANENT POSITIONS

- **Director: Non-SAP Application Support**
- **Director: SAP Application Support**
- **Director: ICT Risk and Audit**
- **Deputy Director: Network Operation and Management**

### APPLICATION REQUIREMENTS

- Complete the online job application form and attach all relevant and updated documents (Certified Qualification/s/Certificates, ID, and CV).
- Applicants should take note that they can be required to provide proof of original documents during the selection process.
- You will be requested to provide a brief description of your work experience relating to the vacancy.
- Applicants with membership in professional bodies need to provide a membership number and expiry date.
- If you are an internal applicant, your employee number will be required.
- Applicants are advised to use Google Chrome when applying for CoJ positions.

### DISCLAIMER

- The City of Johannesburg is currently recruiting and will not demand payment in any form for any job placement. All vacancies are advertised in newspapers and on the CoJ website.
- The City of Johannesburg applies the principles of employment equity as per the National legislation and policy guidelines and will consider designated groups in line with these requirements. We are an equal-opportunity employer.
- By submitting your application for a position at the City of Johannesburg, you are consenting that the personal information submitted as part of your application may be used for the purposes of the Recruitment and Selection and related process.
- However, registering your CV and/or receipt and acknowledgement of any kind shall not be an indication that your application will be successful and/or lead to employment.
- The City of Johannesburg shall not be liable for any damage, loss, or liability of whatsoever nature arising from your use of the job opportunity section of this website.
- The City of Johannesburg reserves the right not to make an appointment.
- Any misrepresentation or failure to disclose material information on the application form or CV will automatically disqualify your application.



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## DIRECTOR: NON-SAP APPLICATION SUPPORT

<b><u>DEPARTMENT:</u></b>	Group Information Communication and Technology Management
<b><u>BRANCH:</u></b>	<b>Application Development and System Support</b>
<b><u>DESIGNATION:</u></b>	<b>Director: Non-SAP Application Support</b>
<b><u>REMUNERATION:</u></b>	R79 386,55 pm (basic salary, excluding benefits)
<b><u>LOCATION:</u></b>	27 Stiemens, JD House Building, Braamfontein

### **Minimum Requirements:**

- An appropriate Post Graduate University Degree, BSC Computer Science or information Systems (NQF level 7 equivalent);
- 10 years in the IT industry with work experience, of which 5 years' experience should be at leadership positions managing multiple, large cross functional teams;
- Experienced with designing, implementing and maintaining SharePoint environments;
- Fundamental understanding of web based system programming and development;
- Experience with Cloud service (PaaS, IaaS, SaaS);
- Experience estimating project costs.
- Demonstrated experience in leading cross functional project teams.

### **Primary Function:**

**Provide specialist support and consulting services to support non-SAP applications in line with service offerings and the COE Operating Model. The individuals' principal goals are to develop and manage Non-SAP application portfolios across the city to attain all IT service level agreements for the user community within the organisation. Ensure supervision and maintain the organization repository of software applications through best practices and the appropriate staffing and management of a technical teams with a proven communication and problem solving skills to guide and assist the user group on issues related to the design, development and deployment of mission-critical information and software systems.**

### **Key Performance Areas:**

- Provide users with support for calls logged on platforms such as Net, Java, JavaScript, Lotus Domino application and other, Inactive Applications as well as Database SQL Server, Mongo Db, Cosmos Db, Adabas and DB2 Serves;
- Perform business process re-engineering using business expertise and understanding of functionality to enable the business to improve;
- Provide a consultative service to customers using specialist knowledge of system functionality, and then correctly configures and customizes the system to implement solutions;
- Responsible for the testing of solutions;
- Provide systems solution training;
- Monitor the status production interface and background jobs daily;
- Participate on projects when nominated;
- Provide leadership, mentorship, coaching to supporting staff.



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### **Leading Competencies:**

- Proficient with MS Project or similar software and MS Office applications;
- Demonstrated experience in leading cross functional project teams;
- Strong written and verbal communication skills including presentation;
- Strong persuasion and negotiation skills, including conflict resolutions skills;

### **Core Competencies:**

- Ability to adjust ad set priorities to meet deadlines;
- Ability to effectively manage staff;
- Ability to work effectively in a professional manner with technology staff, business stakeholders and users, management and others outside the organization;
- Ability to work independently;
- Self-motivated with ability to drive projects.

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**Please take note that only online applications will be considered. Please apply by using the link below:**

<https://share-eu1.hsforms.com/1JajiSqCtSVyoeFulqofcPwew554>

**APPLY ONLINE VIA THIS LINK: [www.joburg.org.za](http://www.joburg.org.za)**

### **ENQUIRIES ONLY:**

**Contact Person:** Mark Sanderson

**Tel No:** 011 407 6698

**CLOSING DATE: MONDAY, 22 SEPTEMBER 2025**

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- CV validation,
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## DIRECTOR: SAP APPLICATION SUPPORT

<b>DEPARTMENT:</b>	Group Information Communication and Technology Management
<b>BRANCH:</b>	<b>Application Development and System support</b>
<b>DESIGNATION:</b>	<b>Director: SAP Application Support</b>
<b>REMUNERATION:</b>	R79 386,55 pm (basic salary, excluding benefits)
<b>LOCATION:</b>	27 Stiemens, JD House Building, Braamfontein

### Minimum Requirements:

- An appropriate Post Graduate University Degree / Advance Diploma BSC Computer Science / or information Systems (NQF level 7 equivalent);
- SAP related qualification / certificate.
- 10 years in the IT industry work experience, of which 5 years' experience should be at leadership positions managing multiple, large cross functional teams;
- Exposure to SAP and financial system users and is capable of interfacing with several levels of management and outside vendors;
- Proven track record of managing diverse technical staff while maintaining a high level of user trust and confidence in group's knowledge of and concern for users' business needs;
- Local government experience and knowledge of Municipal systems act, Public Finance Management Act and any regulations governing local government;
- Experienced with designing, implementing and maintaining SharePoint environments;
- Fundamental understanding of web based system programming and development;
- Experience estimating project costs.

### Primary Function:

**Responsible for anticipating and resolving SAP systems operational and functional problems on an enterprise level. Anticipates and researches about SAP industry future directions and relates to future operational and functional needs and projects. Direct all SAP operational and functional support teams providing full production and application support security for all SAP production systems across the city. Oversee SAP performance, availability, reliability, and security of all production systems. Manage solution in all SAP modules and financial legacy systems in the production environment. This individual works with a broad range leaders within and external to the enterprise. Responsible for ensuring development of operations, SAP Solutions Support Budget, resolving resources and SAP schedule conflicts and adherences to ITIL standards.**

### Key Performance Areas:

- Serve as a trusted partner and mentor and an integral part to the COE team to ensure the successful executive of process and system integration project and programs to integrate business processes and application of acquired companies into SAPs IT application landscape as well as the support of systems retirement initiatives, Develop, lead and mentor a team expert (functional and technical).
- Ensure successful overall organisation design & employee engagement within the CoE. Oversee an application integration program from beginning to end (along the dimension



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of business processes and applications). Provide financial transparency and complaints for projects and programs (Budgeting, forecast, actuals). Develop existing relationship within SAP (Corporate Development, PMI teams and within IT Services) make sure running projects and initiatives are managed appropriately, with tasks delegated and reviewed where appropriately, with tasks delegated and reviewed where necessary.

- Provide a consultative service to customers using specialized knowledge system functionality and then correctly configures and customizes the system to implement solutions;
- Responsible for the testing of solutions;
- Provide system solution training;
- Monitor the status of the production interface and background job daily;
- Provide leadership, mentorship, coaching to supporting staff.

#### **Leading Competencies:**

- Proficient with MS Project or similar software and MS Office applications;
- Demonstrated experience in leading cross functional project teams;
- Strong written and verbal communication skills including presentation;
- Strong persuasion and negotiation skills, including conflict resolutions skills;

#### **Core Competencies:**

- Ability to adjust ad set priorities to meet deadlines;
- Ability to effectively manage staff;
- Ability to work effectively in a professional manner with technology staff, business stakeholders and users, management and others outside the organization;
- Ability to work independently;
- Self-motivated with ability to drive projects.
- Knowledge of local government environment and legislation as well as
- Knowledge of MFMA and Supply Chain Management.

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## DIRECTOR: ICT RISK AND AUDIT

<b>DEPARTMENT:</b>	Group Information Communication and Technology Management
<b>BRANCH:</b>	<b>ICT Security, Risk, Audit and Governance</b>
<b>DESIGNATION:</b>	<b>Director: ICT Risk and Audit</b>
<b>REMUNERATION:</b>	R79 386,55 pm (basic salary, excluding benefits)
<b>LOCATION:</b>	27 Stiemens, JD House Building, Braamfontein

### Minimum Requirements:

- An appropriate Bachelor's Degree in Computer Science, ICT Security and Auditing or Risk Management (NQF level 7) and Risk management related qualifications/certificates;
- 10 years of IT with 5 years management position in Risk management in an IT environment;
- Experience in managing teams responsible for risk management, compliance and audit, information security management;
- 8 years previous experience of working in a governance position and supporting stakeholder or senior management and related committees in their efficient operation;
- Experience of managing an administrative function to enable senior positions/management teams to work effectively;
- Awareness of the principles of effective project management, risk mitigation, risk management, audit and governance.
- Prior experience at Committees or management level and of service the needs of ICT Risk, Audit and Governance Committees or ICT Senior Management;
- Willingness to work occasional evening and weekend, if required.

### Primary Function:


Lead, develop and maintain the IT Risk and Compliance Management Strategy. Manage the GICT&IM Strategic and Operational risks identified and ensure accurate reporting and mitigation of these risks identified and ensure accurate reporting and mitigation of these risks. Ensure regular updating of ICT Risk Register and improve ICT risk management within the Departments. Develop and maintain policy, standards, processes and procedures to assess, monitor, report, escalate and remediate IT risk and compliance related issues. Provide strategic direction, coach and mentor junior management staff and/or senior level professionals. Frequently tracks and reports departmental risks.

### Key Performance Areas:

- Strategy and Planning as well as Operational Management.
- Monitor and analyze technology risk trends, recommend appropriate IT policies, procedures and practices to strengthen internal operations.
- Compliance Management and Governance.
- Attends to specific sequences associated with the notification, arrangement, Risk Executive Committee etc.



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- General Administration of the Unit, which includes leadership, mentorship and coaching of supporting staff
- Monitor and analyze technology risk trends, recommend appropriate IT policies, procedures and practices to strengthen internal operations.
- Provide leadership, mentorship, coaching to supporting staff.

#### **Leading Competencies:**


- Strong Presentation skills;
- Report writing;
- Conflict management;
- Time Management;
- Process evaluation;
- Analytical;
- Numerical and accounting skills;
- Communication Skills;
- Ability to take and prepare complete and accurate minutes in a timely fashion;
- Excellent interpersonal skills with proven ability to work collaboratively;
- Able to find pragmatic solutions, seek improvements and adapt to changing situations;
- Able to present information, verbally and in writing, in a clear and concise manner with excellent attention to detail;
- Ability to multitask and work in a fast paced environment;
- Excellent IT skills with thorough working knowledge of Microsoft office (particularly Outlook, Aword, Excel and PowerPoint);
- Excellent information management skills and ability to develop and manage systems for recording and storing information and data;
- Ability to work minimal supervision, manage own workload and taking responsibilities;
- Negotiating and influencing skills appropriate for the responsibilities.


#### **Core Competencies:**

- Knowledge of ICT Risk Management;
- Knowledge Governance legislations;
- International, National, Provincial and Local Government trends;
- General Human Resource Management and Networking experience;
- Excellent working knowledge of Public Sector strategies and developmental imperatives.
- High ethical standards and integrity;
- Ability to exercise discretion in dealing with confidential or sensitive matters and be able to deliver difficult messages with diplomacy and tact;



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## DEPUTY DIRECTOR: NETWORK OPERATION AND MANAGEMENT

<b>DEPARTMENT:</b>	Group Information Communication and Technology Management
<b>BRANCH:</b>	<b>Information and Network Technology Operations</b>
<b>DESIGNATION:</b>	<b>Deputy Director: Network Operation and Management</b>
<b>REMUNERATION:</b>	R64 033.65 pm (basic salary, excluding benefits)
<b>LOCATION:</b>	27 Stiemens, JD House Building, Braamfontein

### Minimum Requirements:

- Grade 12 plus a B Degree (NQF level 7) in Public Management and /or Advanced Diploma in Information Technology.
- 7 – 9 years' experience in local government and ICT environment resolution skills;
- Familiarity with ICT peripherals such as desktops, printers serve, storage not limited to those mentioned;
- Hands-on support and administration experience.

### Primary Function:

**Plan, direct and coordinate the design, installation and connectivity of computer and network systems to ensure the stable operation of the organisations IT assets. This include developing configuring, maintaining supporting and optimizing all new and existing network hardware, software and communication links for all departments within the city as well provide solutions to the City's MEs enterprise wide Responsible for service delivery, ensure that standards are implemented and supply quality control to ensure robust data networks. Schedule and direct the activities of a team of network Specialists to resolve schedule and direct the activities of a team of network specialists to resolve end user hardware and software problems in a timely in a timely and accurate fashion.**

### Key Performance Areas:

- **Strategic & Planning** -Participating as member of the middle management in ICT strategy; Development, ensuring that network is considered as part strategy;
- **Organising:** A stable and secure LAN and WAN environment; High network uptime and performance;
- **Lead and Direct:** The ability to inspire and guide a team, delegate tasks effectively and make tough decisions. Develop and implement network strategies aligned with the organizational goals. Plan for future networks needs and scalability. Stay updated with the latest networking technologies and trends.
- **Controlling:** Comprehensive network strategies and plans. Documentation of network architecture and configurations.
- Management of network management and support team;
- Performance management.

### Leading Competencies:

- Computer literacy (All Microsoft programme);
- Understanding of computer systems and integration capabilities;



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- Excellent understanding of project management principles;
- Strong persuasion and negotiation skills, including conflict resolutions skills.

**Core Competencies:**

- Ability to adjust ad set priorities to meet deadlines;
- Ability to effectively manage staff;
- Superior understanding of the organization goal and objectives.

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