

**Position Title:** Intermediate oracle Developer  
**Position reports to:** Line Manager  
**Direct Reports:** N/A  
**Office Location:** Adapt IT Johannesburg Campus

## PURPOSE OF THE POSITION

The purpose of this role is that of high-level design and support of predominantly Oracle Application suites from functional specification to end product, in accordance with defined business needs. The role requires prioritisation, scheduling and successful delivery of improvements, bug fixes and support of the product suite, in consultation with Product Owners and Practice Leads, and using defined SDLC standards.

## PRIMARY RESPONSIBILITIES FOR THE ROLE

### Technical analysis & design

- Analyse and design new/ existing system changes and evaluate business impact of change, enhancements and new designs;
- Translate the logical designs into physical designs and detailed programs designs, considering the agreed standards, the target environments infrastructure and architecture, performance requirements and external integrations;
- Liaise with the system development team on the development of system enhancements;
- Provide mentorship and guidance to internal staff on technical and system process scenarios
- Client liaison to ensure all technical requirements/ application concerns are attended to in a professional and service-driven manner
- Plan and implement bug-free changes to production application systems according to SDLC standards
- Research root-causes of Incidents and eliminate repeat disruptions
- Maintain continuous communication with impacted parties (clients), and ensure that the business has visibility and useful decision-making information related to the status of system issues.

### Skills and Competencies

- Knowledge of Oracle ADF and Java technologies
- Understanding of the business environment (including customers)
- Knowledge and understanding of the application system environment
- Ability to resolve application problems quickly and cost-effectively
- Ability to work under pressure
- Attention to Detail
- High Customer Focus
- Complex Problem-Solving skills
- Results-driven and action-oriented
- Excellent Communication Skills (verbal and written)
- Ability to work independently in-office and at customer sites, through taking ownership of issues and requests, creating novel solutions, and independently following to successful completion.
- Ability to engage with all levels of users through high-level interaction, detailed reports, analyses and supporting processes

- Holistic understanding of product suite, and familiarity with relationships and dependencies of system
- Ability to quickly identify likely causes of issues and avenues for further investigation
- Strong trouble-shooting, problem-solving, documentation and QA scenario validation skills
- Skill level in use of required technologies, preferably all Oracle PL/SQL exams passed ( $\geq 90\%$ )
- Ability to engage with persons from multiple teams to solve problems
- Good listening /documentation skills and positive feedback from team leads
- Takes ownership of assigned tasks, maintains good rapport with other teams, provides strong contribution & feedback to/from team leads
- Supports inter-team collaboration and positive working relationships between teams, innovates wrt integrated solutions and supports other teams in successful delivery

#### MINIMUM QUALIFICATION AND EXPERIENCE REQUIREMENTS

- BSc (Computer Science or Information Systems) /B Com (Information Systems)/Diploma in Information Systems
- 3-5 years application development experience
- Wide range technical knowledge across Oracle domain systems.
- Competent technical knowledge (Oracle & Java platforms)
- Product knowledge and business domain knowledge
- Proven process improvement experience
- Design and analysis skills (includes database design)
- Good presentation and communication skills
- Exposure to, or training in Oracle ADF, web logic server and Java technologies
- Knowledge of Oracle Forms, Reports and PL/SQL programming languages
- Understanding of the business environment (including customers)
- Knowledge and understanding of the application system environment
- Attention to Detail
- Skills in Problem-solving, Root Cause Analysis, Business report writing and presentation

Contact Person: [Mandy Barret](#)

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