

DATABASE ADMINISTRATOR ADVERT

SALARY R557 397 – R655 764 PER ANNUM

Brief Overview of the Role

1. To install, maintain, optimise and manage database structures for the EWSETA, adhering to the data management policies and ensuring the integrity performance, and security of the EWSETA databases, to ensure that

- Data remains consistent across the database
- Data is Clearly defined
- Users access data concurrently, in a form that suits their needs
- There is provision for data security and recovery control (Ensuring all data is retrievable in an emergency).

To install, configure, upgrade, monitor and maintain the performance of databases servers, settling and maintaining the database standards.

2.Key Responsibilities

1. Database Management
2. Database Security
3. Database Requirements Management, innovation, Automation and Reporting
4. Teamwork and Self-Management

Inherent Role Requirements		
Requirement	Minimum	Advantageous/Ideal
Qualifications:	Bachelor's degree or equivalent (NQF level 7) in information technology, computer science, software engineering, or a related field	Post-graduate degree (NQF level 8) or equivalent qualification in relevant field.
Experience:	<ul style="list-style-type: none"> • 5 to 10 years of experience in database administration and database architecture • Mastering of both Linux and Windows Server Environments • Mastering of database technologies, main ones being 	<ul style="list-style-type: none"> • Experience in water and energy industry and/or a SETA/Workplace Education environment. • Experience managing databases. • Experience in financial batch file processing

Inherent Role Requirements		
Requirement	Minimum	Advantageous/Ideal
	<ul style="list-style-type: none"> • Enterprise SQL Server • Understanding of the full life cycle for development: data modelling, architecture, unit testing, product support • Knowledge to create normalised entities and knowing when to normalise or de-normalise data • Strong skills in ETL from multiple sources • A minimum of two years administering database platform specific advanced features (e.g., clustering, encryption, logical/physical standby, replication) • Previous experience with DBA case tools (frontend/backend) and third-party tools 	
Training:	<ol style="list-style-type: none"> 1. Microsoft Certified Solutions Expert (MCSE) - Data Platform or Business Intelligence 2. IBM Certified Database Administrator 3. Oracle Database Certification. 	
Professional certification and membership of professional bodies	<ol style="list-style-type: none"> 1. Microsoft Certified Solutions Expert (MCSE) - Data Platform or Business Intelligence 2. IBM Certified Database Administrator 3. Oracle Database Certification. <p>Or equivalent to the above</p>	

3.Competency Requirements

Competency Requirements	
EWSETA PREREQUISITE COMPETENCIES (REFER TO EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Contributing to team success ▪ Energy ▪ Work Standards ▪ Managing the job
EWSETA CORE COMPETENCIES (REFER TO EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Stakeholder orientation ▪ Building collaborative working relationships ▪ Driving for results ▪ Continuous learning ▪ Quality Orientation ▪ Demonstrating personal integrity
KNOWLEDGE	<ul style="list-style-type: none"> ▪ Knowledge of analysis, implementation and evaluation of IT systems and their specifications ▪ Principles and processes in the establishment and management of databases ▪ Knowledge of data backup, recovery, security, integrity, and SQL ▪ Information technology principles, methodologies, and procedures ▪ Information technology hardware and software ▪ Database technologies and operating systems ▪ Knowledge of structured query/data manipulation languages MS SQL, Unix, Oracle, Hadoop, or PostgreSQL and DBMS. ▪ Knowledge of database security, backup and recovery, and performance monitoring standards ▪ Understanding of relational and dimensional data modelling ▪ Mathematical and statistical knowledge
SKILLS(NOT LISTED IN EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Command of SQL, database and server tools. ▪ Proficiency in database administration, management, data imports and exports, and developing reports ▪ Database design skills, documentation, and coding ▪ Proficiency in Microsoft Windows and Microsoft Office applications with an emphasis on database and spreadsheet applications

Competency Requirements	
	<ul style="list-style-type: none"> ▪ Verbal and written communication ▪ Report writing ▪ Interpersonal skills ▪ Presentation skills ▪ Relationship building ▪ Problem solving skills ▪ Influencing skills
ATTRIBUTES (NOT LISTED IN EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Attention to detail ▪ Able to work in a team ▪ Initiative ▪ Assertiveness ▪ Tolerant of stress and pressure ▪ Creative ▪ Proactive ▪ Deadline driven ▪ Able to interact at all levels of the organization ▪ Results/Goal oriented ▪ Decisive and able to quickly react to changing environments

4. Application Process

Please see attached the full detailed Job Description for the role of Database Administrator Position.

CVs and Certified Qualifications of suitably qualified persons must be forwarded to newrecruitment@ewseta.org.za by no later than the Close of Business 2 March 2026 (i.e. by 16:30 p.m.). Applications received after the closing date will not be considered.

Correspondence will be limited to shortlisted candidates. EWSETA reserves the right not to make an appointment/s for the advertised post.

Appointment will be made in line with the EWSETA Employment Equity targets, position open only to South African Citizens.

NB: Please use the name of the position on the subject line of your application email.