

Vacancy

Position Title	Information Integration Specialist	Reports to (Position)	ACC Tools Manager	
Department	240 - Products ACC Tools	Reports to (Manager)	Dirk Janse van Rensburg	
Employment type	Fixed Term Contract	Vacancy reference no.	VCT-PRO-007	
Location	Pragma office: Cape Town	Advert Release Date	23-Jan-2012	
Response deadlines	INTERNAL Applicants	22-Feb-2012	EXTERNAL Applicants	22-Feb-2012
Job Purpose	To deliver ad hoc software development services focussing on report development and system integration in support of the ACC Pack.			

Key Performance Areas and Objectives (refer to PMS for standards required)

Strategy	No. of sub-headings	0
<ol style="list-style-type: none"> 1. Ensure you have a clear understanding of strategy 2. Ensure all decisions / actions are in line with strategy. 3. Submit ideas to enhance ACC pack in support of strategy 		
Business Management	No. of sub-headings	0
<ol style="list-style-type: none"> 1. Adherence to all group / company specific procedures / brand standards 2. Staff development 3. Employee engagement 4. Successful migration to the new ERP system 		
Business Development	No. of sub-headings	0
<ol style="list-style-type: none"> 1. Act as true Pragma ambassador (brand, professionalism). 2. Additional work opportunities at existing and potential clients are identified and passed on to sales. 3. Where required, input is given to assist with solution definition and scoping of new projects. 		
Operations	No. of sub-headings	2
Refer to sub-headings below		
KPA Sub Headings		
Internal Operations		
<ol style="list-style-type: none"> 1. Best practices / standards definition, enablement and adherence 2. Project "start to finish" optimisation and management 3. Effective execution of planned projects 4. Contribution to team meeting the budgeted financial targets 		
Customer Satisfaction		
<ol style="list-style-type: none"> 1. Development adds value in support of ACC Pack 2. High quality of work. Bugs and rework minimised 		
HSSE Culture	No. of sub-headings	0
<ol style="list-style-type: none"> 1. Accept full responsibility for compliance to all general HSSE requirements as stipulated in the Pragma employee "HSSE Code of Conduct". 2. Demonstrate support for the Pragma commitment and policy on HSSE (Making goal zero personal). 3. Participate in support of the 4 Golden Principles (comply, intervene, respect and re-use). 4. Accept and take full responsibility for any specific HSSE role that Pragma might require (formal appointment in writing) 		

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Required Competencies				
Competencies and Skills (Ability / Talent)		Knowledge (Learning / Comprehension)	Attributes (Strengths / Characteristics)	
Competencies		<ul style="list-style-type: none"> - Extensive SQL knowledge - Advantageous: - SSRS and SSIS Knowledge - Software development and governance procedures - Business analysis and solution design - Business intelligence 	Typical strengths	
Contributing to Team Success			Focus	Analytical
Applied Learning			Learner	Dependable
Quality Orientation			Analytical	Punctual
Adaptability			Includer	Logical
Decision Making			Achiever	Knowledgeable
Other skills		Other		
<ul style="list-style-type: none"> - Problem solving - Customer orientated approach - Project management - Self starter 		<ul style="list-style-type: none"> - Team player - Knowledge sharing - Multi-tasking - Work independently if required 		

Required Experience and Qualification/s

Experience	Qualification/s
<ul style="list-style-type: none"> - Software or report development background with SQL focus - Business analysis and solution design experience - EAMS or ERP knowledge experience is advantageous 	<ul style="list-style-type: none"> - Relevant tertiary qualification (preferably: Certificate or Diploma in software development, business analysis or engineering)

Preference	Preference will be given to suitable internal candidates in line with company policies.
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Employment Equity	The company's employment equity plan and targets will be considered as part of the recruitment process.
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Further Information	For more information or questions about the position you can contact Dirk Janse van Rensburg at dirk.jansevanrensburg@pragmaworld.net
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How to apply	If you meet the minimum requirements as indicated above and you strive to be the best in the environment you operate within, come and join our team! Follow the appropriate link below (or copy and paste it into your web browser) to complete Pragma's online candidate screening questionnaire.	
	INTERNAL candidates (Pragma employees only):	http://www.surveymonkey.com/s/Pragma_INTERNAL_Recruitment
	EXTERNAL candidates:	http://www.surveymonkey.com/s/Pragma_Recruitment_Questionnaire