



**We are hiring!**  
Job description:



<b>Job title</b>	DevOps and Infrastructure Lead
<b>Physical location of position</b>	Olivedale, Johannesburg
<b>Position of reporting manager</b>	Head of Technical Operations
<b>Equal opportunity employer</b>	SmokeCI is an equal opportunity employer and is committed to diversity and inclusion in the workplace. We encourage applications from all qualified individuals regardless of race, ethnicity, religion, gender, sexual orientation, age, or disability.
<b>Company Culture</b>	Our culture is a defining characteristic of who we are. It is in our DNA and determines how we engage with each other and our clients. It guides, motivates, and inspires us and facilitates in creating a fun, happy and rewarding work environment. It is thus extremely important that everyone fully understands, embodies, and lives by our values. These values are detailed in our Mantras.
<b>Purpose of the job</b>	The DevOps & Infrastructure Lead is responsible for guiding our traditional Infrastructure and Tier 2 Support function through a structured transformation into a DevOps-driven capability. This is a leadership role that combines operational accountability with strategic direction to ensure the stability, scalability, and modernisation of all infrastructure and hosting environments that underpin the Eyerys platform and other critical systems.

	<p>The successful candidate will lead a small team of Systems Administrators, driving the adoption of Infrastructure-as-Code, automation, and observability practices, while maintaining business continuity across both cloud and on-premise environments. They will collaborate closely with the Development team to align DevOps and engineering practices, support containerisation and CI/CD automation, and co-own key aspects of SmokeCI's information security, compliance, and technical governance.</p> <p>This role is critical in bridging the gap between legacy infrastructure and modern DevOps principle to ensure both reliability in the present and readiness for the future.</p>
<b>Transformation Mandate</b>	<p>Lead and execute the transition of SmokeCI's Infrastructure and Tier 2 Support function into a modern, DevOps-oriented capability by:</p> <ul style="list-style-type: none"> <li>• Establishing and embedding Infrastructure-as-Code (IaC) practices across all hosting environments.</li> <li>• Implementing observability and monitoring frameworks.</li> <li>• Collaborating with Development to support containerisation, CI/CD, and release automation.</li> <li>• Driving process automation and AI-enabled efficiencies to reduce manual operational overhead.</li> <li>• Maintaining stability, uptime, and compliance across all existing systems during the transformation.</li> </ul>
<b>Salary &amp; Benefits</b>	<ul style="list-style-type: none"> <li>• Competitive TCTC Salary</li> <li>• Standby allowance</li> <li>• Insured Benefits through employee Group Cover (Life Insurance, Disability &amp; Funeral)</li> <li>• 15 Days Annual Leave, plus additional free gifted leave for the annual shutdown between Christmas and New Year.</li> <li>• Annual Performance Bonus</li> <li>• Hybrid Working Environment</li> </ul>
<b>Job responsibilities</b>	<p><b>Infrastructure, Automation, and Observability</b></p> <ul style="list-style-type: none"> <li>• Lead the design, automation, and lifecycle management of all hosting environments across AWS and on-premise infrastructure.</li> </ul>

- Implement and maintain Infrastructure-as-Code (IaC) using tools such as Terraform and Ansible, ensuring deployments are automated, version-controlled, and repeatable.
- Establish comprehensive monitoring and observability across servers, databases, and application services, using AWS CloudWatch and other tools to maintain at least 99.7% uptime.
- Analyse trends, resolve recurring issues through automation, and continuously improve system reliability and performance.

### **DevOps Collaboration and Enablement**

- Work closely with the Development team to align infrastructure and DevOps practices, supporting CI/CD pipelines, containerisation, release automation, and environment parity.
- Champion developer enablement through internal platform tooling, improved deployment workflows, and automation of repetitive operational tasks.
- Ensure consistency, security, and scalability across all environments through shared standards and collaboration.

### **Security, Compliance, and Process Governance**

- Enforce ISO 27001:2022 technical controls and ensure secure configurations, access management, patching, and vulnerability remediation.
- Collaborate with the Client Services Team Lead and the Development Manager on shared information security responsibilities, including risk management, DR testing, and audit readiness.
- Maintain a robust change management process, ensuring all infrastructure and hosting changes follow CAB approval, documentation, and post-implementation review.

	<p><b>Systems, Domains, and Tools Management</b></p> <ul style="list-style-type: none"> <li>• Oversee the stability, performance, and lifecycle of AWS and on-premise environments, including EC2, VPC, Fargate, SQS, RDS, and related services.</li> <li>• Manage Linux, NGINX, PHP runtimes, MySQL, and MongoDB systems to ensure reliable backup, recovery, and capacity planning.</li> <li>• Maintain the organisation's domains, DNS, and MS365 environments, ensuring availability, compliance, and best-practice configuration.</li> </ul> <p><b>Documentation and Knowledge Management</b></p> <ul style="list-style-type: none"> <li>• Maintain up-to-date documentation including infrastructure diagrams, SOPs, and architecture artefacts aligned with audit and quality standards.</li> <li>• Foster a documentation-first culture, ensuring consistent contribution and knowledge sharing across the team.</li> </ul> <p><b>Leadership and Culture</b></p> <ul style="list-style-type: none"> <li>• Lead and mentor the Systems Administration team, developing capability and ownership while promoting accountability and innovation.</li> <li>• Represent the DevOps and Infrastructure function within the Operational Committee (OpCo) and drive collaboration with Development, Data, and Client teams.</li> <li>• Model SmokeCI's leadership values: visibility, proactivity, continuous improvement, and delivery excellence.</li> </ul>
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Demonstrates strategic understanding of infrastructure and DevOps principles.</li> </ul>

	<ul style="list-style-type: none"> <li>• Capable of leading transformation initiatives and driving cultural change.</li> <li>• Deep knowledge of automation, observability, and cloud infrastructure.</li> <li>• Balances operational stability with innovation and continuous improvement.</li> <li>• Effective cross-team collaborator with strong communication and documentation skills.</li> <li>• Strong sense of accountability, ownership, and quality assurance.</li> <li>• Encourages professional growth and learning within the team.</li> </ul>
<b>Experience &amp; knowledge required</b>	<ul style="list-style-type: none"> <li>• Minimum 7 years' experience in infrastructure or system administration</li> <li>• Minimum 3 years' experience in a leadership or team management role</li> <li>• Minimum 2 years' experience working with AWS and DevOps practices</li> <li>• Knowledge and experience with ISO27001:2022, including implementation and compliance preferred</li> <li>• Experience with CAB processes, patching cycles, and disaster recovery frameworks</li> <li>• Demonstrable experience in infrastructure automation (e.g. Ansible, scripting, CI/CD pipelines)</li> <li>• Familiarity with managing internal tooling and supporting custom platforms (advantageous)</li> <li>• Prior experience in a B2B SME environment preferred</li> </ul>
<b>Minimum qualification</b>	<ul style="list-style-type: none"> <li>• Formal tertiary qualification in IT or related field advantageous but not required.</li> <li>• Certifications such as AWS Certified SysOps Administrator, AWS Certified DevOps Engineer, CompTIA Linux+, ITIL, or ISO27001 Lead Implementer advantageous.</li> <li>• Equivalent experience in lieu of formal qualification will be fully considered.</li> </ul>

