

WE'RE HIRING

SOFTWARE DEVELOPER

Employment Opportunity at CUBECOM

Employment Type: Full-time

Location: Stellenbosch, Western Cape

Date: 29 September 2026

JOIN A FAST-GROWING COMPANY IN THE SPACE INDUSTRY

CUBECOM designs, develops, and manufactures advanced RF communication systems for satellite applications. We specialise in high data rate communication solutions, delivering end-to-end capabilities across a range of products, including antennas, transmitters and ground support equipment.

As we enter an exciting scale-up phase, we are seeking a Software Developer to design, build and maintain the proprietary production test systems that verify every unit we deliver before it goes into orbit.

ROLE OVERVIEW

We are looking for a talented and dedicated Software Developer with 3+ years' experience in PC software development to take ownership of CUBECOM's proprietary production test systems. You will develop the Python test scripts, C# PC applications and databases that drive our production test stations, working closely with our product developers to ensure that every production test fully implements the product's Acceptance Test Specification (ATS).

Production testing generates considerable quantities of data. You will shape how this data is captured, stored and traced, link test execution to our product configuration database so that each unit is verified against its correct product baseline, and automate the generation of Acceptance Test Reports (ATRs) from the recorded results. We hope to find someone innovative and enthusiastic who works well in a multidisciplinary team and wants to help raise our standards as we scale production.

KEY RESPONSIBILITIES

- **Test software development:** Design, develop and maintain proprietary production test software, including Python test scripts and C# PC applications that control test equipment and automate test sequences.
- **ATS implementation:** Collaborate with product developers to translate Acceptance Test Specifications (ATS) into production tests, ensuring that every ATS requirement is fully implemented and traceable.
- **Test equipment integration:** Work with engineers in the development of test equipment and fixtures controlled by PC-based test applications, including RF test instrumentation.
- **Test data management:** Design, implement and maintain databases (e.g. MySQL) for the storage and retrieval of the large volumes of data generated by production testing, ensuring data integrity, traceability and performance.
- **Configuration verification:** Interface production tests with the product configuration database to, among others, verify that the configuration of each unit is aligned with the correct product baseline.

- **Test reporting:** Generate Acceptance Test Reports (ATRs) automatically from stored test data, in formats suitable for internal review and customer delivery.
- **User interfaces:** Develop clear, robust operator interfaces for test stations that improve throughput and minimise the risk of operator error.
- **Integration:** Integrate test software and data systems with other functions of the business, such as production, quality assurance and engineering.
- **Software quality:** Apply sound engineering practices, including version control, code reviews, documentation and change control, so that test systems stay reliable as products and specifications evolve.
- **Support:** Provide production, engineering and customer support, including investigating test failures and data queries.

MINIMUM REQUIREMENTS

- South African citizenship or valid work permit.
- B Tech / B Sc degree in Computer Science or a related field.
- 3+ years' experience in the development of PC software applications.
- Hands-on development experience in both C# (.NET) and Python.
- Experience designing and working with relational databases (e.g. MySQL).

PREFERRED EXPERIENCE

- Development of automated test systems in a production or manufacturing environment.
- Instrument control and automation (e.g. SCPI, VISA/PyVISA, GPIB, LAN/USB instrument interfaces).
- Implementing tests against formal test specifications and generating test reports with requirements traceability.
- Configuration management and product baseline control, or integration with configuration or production management systems.
- Desktop user interface development (e.g. WPF, WinForms) with a focus on usability for production operators.
- Managing and analysing large test datasets, e.g. for yield tracking or statistical process control.
- Exposure to RF, electronics, aerospace or space industries and associated quality standards (e.g. ECSS, AS9100, ISO 9001).

TECHNICAL SKILLS

- Proficient in C# (.NET) and Python.
- Strong database skills (e.g. MySQL): schema design.
- Software Development Life Cycle (SDLC) knowledge, including version control (e.g. Git), testing and documentation.
- Software architecture and design skills, with an emphasis on reliable, maintainable and traceable systems.
- User interface design and development skills.
- Ability to interpret technical specifications and translate them into robust software.
- Ability to quickly learn new technologies and absorb information.

PERSONAL ATTRIBUTES

- Excellent analysis skills
- Strong attention to detail and a commitment to quality
- Resourcefulness/initiative
- Adaptability
- Team player
- A customer-focused approach
- Good communication skills (oral & written)

WHAT WE OFFER

- Opportunity to work on cutting-edge satellite technology
- Ownership of production test systems that are critical to delivering space-qualified hardware
- A collaborative and highly skilled engineering team
- Exposure to full product lifecycle (design -> qualification -> production)
- Growth opportunities within a scaling company
- Competitive, market-related salary
- 25 days annual leave
- Daily lunch provided

HOW TO APPLY

Application Requirements: Please send cover letter and comprehensive CV including relevant academic results.

Email: careers@cubecom.space

ADDENDUM TO JOB SPECIFICATION

IN RESPECT OF EMPLOYMENT AGENCIES

Should the same applicant be recommended by more than one agency, the agreement with the agency which first sent through his/her CV will be honoured. The above statement will only apply if we have advertised a position and requested (in writing) an agency to submit CVs. Only candidates who have been interviewed and referenced by the agent for this specific vacancy will be considered by CUBECOM, i.e., submission of a CV only, in response to an advert, is not considered sufficient.

FOR APPLICATIONS NOT APPLYING THROUGH AN EMPLOYMENT AGENCY

Please advise where/how/from whom you learnt of the vacancy. If you do not receive a response within 3 weeks, please accept that your application has been unsuccessful. Regrettably, correspondence will only be with those being interviewed.

ABOUT US

CUBECOM's roots lie in Etse Electronics that was founded in 1997. In 2016, we joined the Alphawave Group which shifted our focus towards design and support of RF Communication Products for Space Satellites. Our company is in Techno Park, an important engineering hub in Cape Town, nestled in the heart of the Stellenbosch Winelands region and only 20 minutes' drive from the closest beach.