**[Company Name]**  
[Company Address]  
[City, Postal Code]  
[Email Address]  
[Phone Number]

[Date]

**[Candidate's Full Name]**  
[Candidate's Address]  
[City, Postal Code]

**Subject: Offer of Employment - Software Developer (Fixed-Term Contract)**

We are pleased to offer you the position of **Software Developer** at **[Company Name]**. Based on your experience and qualifications, we are excited to welcome you to our team. This is a fixed-term contract commencing on **1 November 2024** and concluding on **30 April 2028**.

**Position:**

* **Title**: Software Developer
* **Reporting to**: [Manager’s Name/Title]
* **Start Date**: To be determined upon successful visa approval.
* **End Date**: 31 March 2028

**Compensation:**

* **Base Salary**: ZAR **300,000** per annum, payable in monthly installments of ZAR **25,000** on the 25th of each month.

**Working Hours:**

* Your working hours will be from **9:00 AM to 5:00 PM**, Monday to Friday.

**Benefits:**

* **Annual Leave**: You are entitled to annual leave as per South African regulations.
* [Additional Benefits, if any, e.g., Health Insurance, Retirement Savings Plan, etc.]

**Employment Type:**

Your employment with **[Company Name]** is on a **fixed-term contract** basis and will be subject to the successful completion of a [X]-month probationary period.

**Job Responsibilities:**

As a Software Developer, your primary responsibilities will include:

* Developing, testing, and maintaining software applications.
* Collaborating with the team to design, develop, and implement new features.
* Participating in code reviews and optimizing code quality.
* Troubleshooting, debugging, and resolving technical issues.
* Contributing to technical documentation.

**Confidentiality & Intellectual Property:**

You will be required to sign a confidentiality and intellectual property agreement as part of your onboarding process.

**Visa and Relocation:**

Please note that acceptance of this offer is required **before you begin the visa application process**. We recommend accepting this offer by **30 September 2024**, in order to ensure enough time for your visa application.

**Start Date:**

Your official start date will be contingent upon the approval of your visa. Based on typical visa processing times (4-12 weeks), we anticipate a possible start date between **November 2024 and January 2025**, but this will depend on the speed of the visa approval process.

**Acceptance of Offer:**

To accept this offer, please sign and return a copy by **30 September 2024**.

**Termination:**

Either party may terminate this agreement with a notice period of [X weeks/months], subject to applicable laws.

We are confident that your skills and experience will be an asset to **[Company Name]**, and we look forward to having you on board. Please review the terms above and confirm your acceptance by signing below.

Should you have any questions or require further details, feel free to contact us at [Contact Information].

To accept this offer, please sign and return a copy by **30 September 2024**.

Sincerely,

[Hiring Manager’s Full Name]  
[Hiring Manager’s Title]  
[Company Name]

**Acceptance of Offer**

I, [Candidate's Full Name], accept the position of Software Developer at [Company Name] under the terms and conditions outlined above.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_