JOB ADVERTISEMENT

DATA ANALYTICS MANAGER -
CSSF GLOBAL MEL PARTNERSHIP

Full-time or Part-time (minimum 60%) position,
based in the UK.

November 2020

Introducing Integrity

Integrity is an ethical consultancy and service provider working in challenging and complex environments around the globe.

We help our clients succeed in fragile and challenging environments while building trust and understanding as the basis for transformative change.

We work across all phases of the programme and project cycle, delivering ten complementary services: research, evidence and analysis / monitoring, evaluation and learning / data and knowledge management / programme and project management / grant and fund management / risk management / technical assistance / capability and capacity development / stakeholder engagement / communications. Our services are underpinned by the principles on which we were founded, a commitment to providing reliable information and evidence, and expert and high-quality delivery.

Headquartered in London and Washington DC, Integrity also has offices in Jordan, Kenya, and Pakistan. Our multi-national team of over 50 specialists deliver a diverse and global portfolio of projects for a range of government clients and international institutions including DFID, USAID, the FCO, US State Department and the World Bank.

We are guided by an organisational vision, mission and commitment.

Vision: Integrity sets the international standard for ethically delivered, expert services in conflict, post-conflict, and fragile contexts. We transform conflict and build stability, accountability, and prosperity.

Mission: We help clients and communities to build trust and understanding as the basis for transformative change. We do not advocate: we listen, comprehend, and recommend.

Commitment: We uphold the highest ethical standards in our service delivery, our employment of staff and our interaction with people. This ensures not only that our clients receive the best possible service but that we benefit the individuals and communities amongst whom we work. See our values **here**.

Further information about Integrity can be found at **www.integrityglobal.com**.

Project Background

The UK government funds over £1 billion in programming per year through the Conflict, Stability and Security Fund (CSSF). Operating in over 70 countries, CSSF is central to the UK government's work overseas. CSSF has contracted Integrity Research and Consultancy, and our partner LTS-Niras, to deliver the Global Monitoring, Evaluation and Learning (GMEL) contract. Through this contract, we aim to help the CSSF cultivate world-class monitoring, evaluation and learning (MEL) that meets the demands of programming in fragile and conflict affected contexts and generates and synthesises evidence for policy and decision making.

To achieve this ambition we:

- Support CSSF to develop and use tools and approaches that are appropriate for the complex environments in which the fund operates.

- Equip the CSSF network with the confidence and skills to make long-lasting transformational changes that allow evidence-based decision making.

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- Create opportunities for CSSF stakeholders to engage and connect to enable learning and shared understanding.

- Collaborate with Senior Leadership to build confidence in the value added by good MEL practices.

We are a multidisciplinary team working collaboratively with the Joint Funds Unit (JFU) and CSSF to deliver transformational support. Our team bring together an exciting blend of MEL experts, organisational development specialists, skilled facilitators and thematic specialists. Together, we deliver technical capability, capacity and surge support in an adaptive and highly responsive way.

We are now looking to bring in more data analytics and data science expertise into our core team. We are currently working with the CSSF to test how we can apply data analytics and science solutions to enable better evidence-based decision making. We have already started working with experts on a short-term basis to deliver on specific interventions. We will continue to do this, but we are also looking to bring **in at least one core-team member** to work across our interventions, to collaborate closely with the client to identify new opportunities, to manage short-term inputs from consultants, and to help deliver innovative technical solutions through testing what works in the CSSF programming context.

Scope of Work

The **Data Analytics Manager** will deliver a series of interventions that aim to enable better evidence-based decision making through the use and application of different data analytics and data science methods. He/she will work with the client and GMEL team to interpret data needs and find suitable technical solutions that are fit-for-purpose. He/she will also support and/or lead on interventions using data synthesis and data visualisation.

The Data Analytics Manager will report to a member of the GMEL Leadership Team and work closely with a multidisciplinary team. He/she will manage small teams of short-term data scientists and/or data analysts. These teams will be set up for specific interventions and will vary in size. We also hope to build up more core team members with data analytics and/or data science expertise. The Data Analytics Manager will lead on these recruitments and work with the Leadership Team to shape the team.

He/she will bring a new discipline and expertise to the GMEL team, and will need to work with people who don't necessarily have the same technical background. We expect this will lend itself to creative, innovative and accessible solutions.

Specific responsibilities may include:

- Lead efforts to identify opportunities for data analytics and data science in CSSF MEL initiatives.

- Advise on new and innovative methods in the data science and data analytics field that can be applicable to CSSF MEL initiatives.

- Advise on developing new and relevant approaches to data synthesis and forecasting trends for a range of data types (text, geospatial, numeric).

- Support efforts to collate and synthesise data at fund-level on specific thematic and policy priorities.

- Lead engagement with CSSF stakeholders to understand MEL requirements.

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Experience and Expertise

We are looking for a range of experience, in particular:

- Minimum 5 years' experience in a data-related field such as research, data analytics, business intelligence or other relevant fields.

- Proven understanding of data visualisation best practice and communicating data insights for non-technical stakeholders

- Demonstrated experience and skills in scraping, wrangling and visualising Big Data for non-technical audiences.

- Proficiency in data-science focused packages and libraries within R or Python essential

- Ability to produce reactive data visualisations using relevant R or Python packages and/or visualisation software such as tableau or Power BI.

- Willingness to invest time in cleaning and wrangling untidy datasets, and navigate IT security challenges with Government stakeholder systems.

- Familiarity with Natural Language Processing techniques, sentiment analysis and predictive statistics.

- Experience of working in fast-paced environments with the ability to adapt to new information, constantly reprioritise and work closely with non-technical audiences.

- Experience in agile work methodologies and influencing the work of both colleagues and external stakeholders

Desirable experience includes:

- Experience of working on donor government programmes in two or more of the following thematic areas: conflict prevention and peacebuilding, security sector reform, governance and public sector reform, stabilisation, migration, serious and organised crime, gender equality.

- Experience operating in fragile and conflict affected states and familiarity with the CSSF network.

Languages:
- Written and oral fluency in English, with the ability to write clear and compelling narrative.

Security Clearance:

Due to security clearance requirements, candidates must have UK citizenship. They must also have at least 5 years residency in the UK in the past 10 years, 2 years of which must be consecutive.

Our offer/Further details

Ideally, this position will be full-time. However, we are also interested in receiving applications from candidates available at 60% time commitment or more. Ideally the candidate will have easy access to London. The successful candidate will be contracted either as a consultant, fixed term, or permanent staff. We are open to exploring different options with the right candidate.

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Project Competencies

Competency	Definition
Curious	The impulse to seek new information and experiences and explore novel possibilities ▪ Demonstrates genuine inquisitiveness ▪ Has a bias toward asking and learning ▪ Demonstrates an interest in others and what they might have to share
Adaptable and flexible	The ability to adjust or change to best meet the needs of the situation or environment. ▪ Engages in continuous learning, adjusting the application of knowledge, skills and abilities while addressing new challenges
Creative	The impulse to understand problems and discover new opportunities and solutions for problems by looking beyond current practices and using innovative thinking. ▪ Knows when a new approach is required ▪ Introduces new ways of working ▪ Draws on the expertise of a team with a diverse range of experience and skillset
Collaborative	The ability to work co-operatively with a range of stakeholders, to be part of a team, to work together as opposed to working separately or competitively. ▪ Acts to promote a friendly climate, good morale and co-operation ▪ Works to address and resolve conflicts within the team ▪ Creates and supports opportunities for cross functional team working ▪ Relationship building
Organised	The ability to plan and monitor one's own work and the work of others to ensure achievement of desired results. ▪ Coordinates ideas and resources to achieve goals. ▪ Identifies the sequence of tasks and the resources needed to achieve a goal, and prioritises key action steps. Anticipates the impacts and risks of decisions and actions ▪ Creates realistic schedules and follows them. Evaluates progress against schedule and goal. Evaluates proposed actions and timelines against the project's theory of change.

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Core Competencies

You should also demonstrate the following core competencies:

Level 1: Team competencies	Level 2-4: Management competencies
• Ethics • Leadership • Planning and Organising • Development and Continual Learning • Results Focus and Initiative • Teamwork • Customer Orientation • Communication • Managing Change	• Analytical and Flexible Thinking • Achievement Focus • Managing Resources • Teamwork and Team Leadership • Customer Orientation • Influencing • Organisational Knowledge • Organisational Alignment • Strategic Thinking • Accountability • Developing Talent

How to Apply

If you are interested in applying for this position, please complete the application form at **www.integrityglobal.com/apply** and attach a CV and Cover Letter at the bottom of your application.

The closing date for applications is **7 December 2020**. However, we will review candidates on a rolling basis and the vacancy may be filled before this deadline. **We encourage early applications.** Please be advised that only shortlisted applicants will be contacted.

Candidates must have the right to work in the UK.

Integrity is an equal opportunities employer. And positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. We will respect your confidentiality and abide by UK data protection laws.

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