JOB ADVERTISEMENT

SENIOR MANAGER, DATA SCIENCE

Full-time staff position based in the UK.

November 2021

INTEGRITY

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 eleven complementary services: monitoring, evaluation and learning **/** data and knowledge management **/** research, evidence and analysis **/** advisory **/** project management **/** communications **/** risk management **/** technical assistance **/** capability and capacity development **/** stakeholder engagement **/** grant and fund management. 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 60 deliver multi-year projects, programmes and consulting assignments to a wide range of government clients, international organisations, foundations and private sector clients.

Vision: Integrity sets the international standard for ethically delivered, expert services in complex and challenging contexts. Our work helps create stability, accountability and prosperity.

Mission: Based on evidence and learning, 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: Integrity upholds the highest ethical standards in our service delivery, our employment of staff and our interaction with people. Through adherence to our core values, we ensure not only that our clients receive the best possible service but that we benefit the individuals and communities amongst whom we work.

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

How the Senior Manager, Data Science fits into the Integrity Team

This is a varied technical role at Integrity, working to deliver data science and analytics products into international projects, including Integrity's support to the UK Government's CSSF Global Monitoring, Evaluation & Learning Programme (CSSF GMEL) and other international donor- and foundation-funded projects.

The Senior Manager role is based within our Data and Knowledge Management (DKM) Team which leads all DKM activity across the company. The Senior Manager will work flexibly across Integrity's different services and teams and be attracted to a fast-paced working environment. The Senior Manager will report to the Head of DKM, and will work closely with other teams, particularly with Services and Operations in project delivery.

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Terms of Reference

We are seeking a professional with a proven background in data science and analytics, with international development experience beneficial but not essential. Initially the emphasis of the role will be to support our work delivering data analytics initiatives to improve CSSF's use of data. We are looking for an individual who is curious, creative, collaborative, and can work flexibly in complex and fluid environments. It is important this individual is also able to plan and monitor their own work and the work of others. The Senior Manager will support a portfolio of interventions focused on collecting, connecting and visualising a diverse range of CSSF and open-source data to produce analysis products that inform CSSF's decision-making. Suitable candidates will combine data science and analysis skills with an interest in using data to inform public policy.

The expected role responsibilities are:

A. Data science and analytics project delivery (70%)

- **Extract, Transform, Load** (ETL):
    - Extracting and scraping a variety of data from different sources, including social media, open source websites, CSSF datasets (excel, csv), geospatial, and text-based reports.
    - Cleaning messy data and user-unfriendly excel spreadsheets into tidy relational datasets and identifying data quality issues with automatable/programmatic approaches wherever possible (Python, R)

- **Data analysis and visualisation:**
    - Identify patterns and relevant trends or correlations from data using descriptive statistics.
    - Produce interactive dashboard products that are relevant, accessible and useful to clients.

- **Project design and learning:**
    - Support the co-design of the pilot's approach and methodology with Pilot team and potentially with the client.
    - Contribute to project monitoring, reflection and learning to improve approaches throughout and at the end of the pilot.
    - Advise on new and innovative methods in business intelligence/data analytics and data science that can be applicable to CSSF MEL initiatives.

- **Client engagement**:
    - Build strong relationships with clients and audiences for Integrity's data science and analytics products
    - Demonstrate value of data science to clients, including through capacity building
    - Write digestible and non-technical research briefings that explain analysis findings.
    - Provide slide decks and verbal summaries to non-technical audiences explaining methodological approaches to analysis products.

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B. Project design, opportunity identification, learning (30%)

The Senior Manager will play an active role in the design and delivery of new project opportunities with Integrity. Activities will involve:

- Identifying opportunities for Integrity to deliver data science and analytics to new clients, sectors, geographies.

- Collaborating with partner organisations, consultants and team members to design projects.

- Enhance data science and analytics fluency across Integrity's global team through proactive training and capacity-building initiatives.

- 2% of the Senior Manager's time is protected for continued personal and professional development activities, equating to 5 days per annum.

Your Experience and Expertise

Applicants will be motivated by the use of data science and analytics to enable evidence-based decision making. We will consider different types of profiles for this role, all of which must have a strong technical grounding. The ability to engage and translate client requirements into high quality delivery is essential. You will have:

Essential experience/expertise includes**:**

- BA/BSc level degree or professional qualification in statistics, data analytics, computer science, maths or other relevant academic field with a data analytics component. Candidates with data science bootcamp or online qualifications (e.g., MOOCs) will also be considered provided they can demonstrate a strong portfolio of work and have a bachelors degree.

- Demonstrated examples of data visualisation work produced, such as an academic capstone project, relevant work experience or GitHub account.

- Understanding of data visualisation best practice principles, and ability to produce a wide variety of different visualisations (times series plots, maps, network graphs, sankey diagrams).

- As we are looking to use a range of proprietary and open source software, we are looking for proven competency in at least one of the following to clean, analyse and visualise data:
    - o Microsoft power BI (preferred) or Tableau
    - o R data science libraries and packages (tidyverse packages such as dplyr and ggplot2)
    - o Python (pandas, seaborn, numpy, plotnine, statsmodels)
- Experience of working collaboratively within a team and to support others relating to project-tasks.

- Experience of working in fast-paced and high-pressure environments with the ability to adapt to new information and reprioritise.

- Excellent communication skills and confidence to engage with senior stakeholders.

It is **desirable** that you will also have:

- Experience working in data-focused project environments.

- Experience working with UK Government ministries or funds.

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- Experience developing predictive models using regression models and machine learning.

- Experience using version control software such as Git (e.g., GitHub, Gitlab, Bitbucket).

- Experience accessing open-source APIs.

Languages:

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

Security Clearance

- Must be a British national and/or have eligibility for UK Government security clearance. This means having lived in the UK for two of the past five years, including a period of 12 months' consecutive residency in the UK.

- Candidates with existing clearance, especially at Developed Vetting (DV) level are particularly encouraged to apply.

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

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How to Apply

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

The closing date for applications is **31st December 2021**. 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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