JOB ADVERTISEMENT

MANAGER, DATA SCIENCE

Full-time staff position based in the US with potential for international travel.

January 2023

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 program 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 organizations, 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.**

Scope of Work

This is a varied technical leadership role at Integrity, working to expand Integrity's US data science capability and oversee the delivery of data science products and services for international projects, including Integrity's support to USAID. The role offers a Manager-level data scientist the chance to support Integrity's continued growth in the US by leading on the integration of data science approaches across US projects. The successful candidate will also be responsible for developing key client relationships and building Integrity's network of data scientist consultants.

The role is part of our global Data and Knowledge Management (DKM) Team, which leads all DKM activity across the company. The successful candidate will work flexibly across Integrity's different services and teams and be attracted to a fast-paced working environment. The position is USA-based with potential for international travel.

Terms of Reference

We seek 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 oversee the delivery of data science services to USAID as part of Integrity's portfolio of research and monitoring, evaluation and learning (MEL) projects. The role will also be responsible for supporting the expansion of Integrity's data science capability in the US, including through building on Integrity's network of US-based data specialists.

We are looking for an individual who is curious, creative, collaborative, with strong people skills that 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 Manager will support a range of project initiatives focused on collecting, connecting, analyzing and visualizing a diverse range of program and open-source data to inform USAID's decision-making. Suitable candidates will combine data science and analysis skills with an interest in communicating data to non-technical audiences to inform policy and program decision-making.

A. Project Design, Delivery and Learning (40%)

- Oversee the delivery of data science services including data engineering, statistical analysis, data visualization and machine learning related services (natural language processing, predictive analytics, satellite imagery analysis).

- Work with delivery teams to identify, extract, process and clean relevant structured and unstructured data sources (extract, transform, load).

- Contribute to project monitoring, reflection and learning throughout the end of projects to improve Integrity's approaches to delivering data science services.

- Identify efficiencies in research and MEL processes by embedding automated reporting methods, including within existing projects or in the design of new projects or proposals.

B. Data Science Capability and Strategy Development (40%)

- Conduct outreach and assessments of consultants, potential consortium partners, and data science organizations to improve and maintain Integrity's network of project-ready data specialists.

- Update Integrity's standard operating protocols to ensure consistent quality across Integrity's delivery of data science services and products.

- Participate in Integrity's Business Intelligence Unit to build tailored strategies to make appropriate use of technologies, including advising on innovative methods to improve company efficiency.

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

- Support the development and execution of Integrity's DKM strategy.

C. Client Engagement (10%)

- Build strong relationships with clients, partners and audiences for Integrity's data science and analytics products.

- Demonstrate the value of data science to clients, including through any/all of digestible written products, non-technical research briefings, slide decks, verbal summaries and capacity building.

D. Business Development (10%)

- Identify opportunities through tender responses and business development activities to promote and deliver Integrity's DKM capabilities in data science, digital development and knowledge management.

- Support the incorporation of Integrity's DKM offering in upcoming bids, including:

  o Developing DKM related win themes
  o Identifying and building relationship with relevant DKM partners
  o Drafting sections of the bid that relate to DKM service delivery

E. Learning:

- 2% of the successful candidate's time will be reserved for professional development and learning activities.

Your Experience and Expertise

Applicants will be motivated by using 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. **Essential** experience/expertise includes**:**

- Undergraduate degree or professional qualification in statistics, data analytics, computer science, mathematics, physics 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 bachelor's degree.

- Minimum 5 years' experience in a data science focused management role, combining technical oversight with project and personnel management. Candidates with significantly more experience are encouraged to apply.

- Strong people skills evidenced by client and team management experience, including demonstrated experience managing, advising a diverse client base, communicating data science methods and tools to non-technical audiences.

- Experience identifying and supporting the pursuit of new data and knowledge management focused business, including through network engagement and competitive bidding.

- Experience working with international teams in different locations in fast-paced and high-pressure environments to successfully deliver projects and proposals.

- Demonstrable examples of data products developed or work produced, such as an academic capstone project, relevant work experience or GitHub account and experience using version control software such as Git (e.g., GitHub, Gitlab, Bitbucket).

- Demonstrable understanding of data analysis and visualization best practice principles, and experience accessing open-source data using APIs or web scraping techniques.

- Proven competency in at least one of the following to clean, analyze and visualize data:

- o Microsoft power BI (preferred) or Tableau
- o R data science libraries and packages
- o Python

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

- Experience working in the international development sector / FCAS environments.
- Experience working with Government ministries or funds.
- Experience developing predictive models using regression models and machine learning.

Languages:

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

Core Competencies

You should also demonstrate the following core competencies, depending on experience:

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

Hybrid Working

Integrity is a hybrid work employer offering a flexible working model that supports a blend of in-office and working from home time. Each office has its own flexible working model to meet local needs and demands.

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, explaining why you are suitable for and want the role. **Applications submitted without a cover letter will not be considered.**

The closing date for applications is **28th February 2023**. 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 US.

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 US data protection laws.