



JOB ADVERTISEMENT

SENIOR EXPERT, DATA SCIENCE

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

March 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 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.

Scope of Work

This is a varied technical role at Integrity, working to expand Integrity's UK and global data science capability and supporting the design, delivery and success of data science products and services for international projects. The role offers a senior expert the chance to play a key role in Integrity's continued growth in data science, and its integration in client-facing, but also company-internal projects. The Senior Expert will also develop strategic relationships with clients, partners and experts, and will help build Integrity's network of data- and analytics-focused 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 UK-based with potential for international travel.

Terms of Reference

We seek a professional technical expert with a proven background delivering data science and analytics services to internationally-focused projects. The Senior Expert will also help expand Integrity's data science capabilities, demonstrate the capability in the market, identify commercial opportunities, and contribute to Integrity winning and delivering data science programmes.

We are looking for an individual who is curious, creative, collaborative, and with strong people skills that can work flexibly in complex and fluid environments. It is important this individual can plan, manage and quality control their own work and the work of others. The Senior Expert will support a range of project initiatives focused on collecting, connecting, analysing and visualising a diverse range of programme and open-source data to inform client decision-making across a range of themes. Suitable candidates will combine data science and analysis skills with an interest in communicating data to non-technical as well as technical audiences to inform policy and programme decision-making.

A. Data Science Project Delivery and Design (70%)

- Oversee and implement data science services including data engineering, statistical analysis, data visualisation automation and machine learning related services (natural language processing, predictive analytics, geo-spatial analysis).
- Work with and as part of delivery teams to identify, extract, process and clean relevant structured and unstructured client, company, and open data sources (extract, transform, load).
- Identify efficiencies in project research and MEL processes by embedding automated reporting methods, including within existing projects and in the approach to designing new projects or proposals.
- Contribute to project monitoring, reflection and learning throughout the end of projects to improve Integrity's approaches to delivering data science services.

B. Data Science Capability Development (20%)

- Create, manage, and improve Integrity's standard operating protocols to ensure consistent quality across Integrity's delivery of analysis and data science services and products.
- Conduct outreach and assessments of consultants, potential consortium partners, and data science organisations to improve and maintain Integrity's network of project-ready data specialists.
- 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 global team through proactive training and capacity-building initiatives.
- Support the development and execution of Integrity's DKM strategy.
- 2% of LoE reserved for professional development and learning activities.

C. Business Development (10%)

- Build and sustain strong working relationships with clients, partners and consultants in order to improve Integrity's data science reputation and to identify and convert service opportunities.

- 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 proposal efforts, including:
 - Developing DKM related win themes
 - Identifying and building relationship with relevant DKM partners
 - Drafting sections of proposals relating to DKM service delivery
- Represent Integrity and its data science capabilities in thought leadership activities (e.g. conferences, events, publications, marketing content, capability statements).

Your Experience and Expertise

Applicants will be motivated by using data science and analytics to enable evidence-based decision making. 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.
- Minimum 5 years' experience in data science technical role(s). Candidates with significantly more experience are encouraged to apply.
- Strong people skills evidenced by client and team working experience, including demonstrated experience self-managing multiple workstreams concurrently. Trusted as an influencer, advising clients, and successfully communicating data science to non-technical audiences.
- Experience identifying and supporting the pursuit of new data and knowledge management focused business, including through network engagement and competitive tendering.
- 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 projects, 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 visualisation 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, analyse and visualise data:
 - R data science libraries and packages
 - Python
 - and either Microsoft Power BI (preferred) or Tableau for visualisation

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

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

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
<ul style="list-style-type: none">• Ethics• Leadership• Planning and Organising• Development and Continual Learning• Results Focus and Initiative• Teamwork• Customer Orientation• Communication• Managing Change	<ul style="list-style-type: none">• 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-sm/ 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 **21st March 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 UK.

Integrity is an equal opportunities employer. We encourage applications from suitably qualified and eligible candidates, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status. We will respect your confidentiality and abide by UK data protection laws.