JOB ADVERTISEMENT:

PRINCIPAL EXPERT, DATA ANALYTICS

Full-time conditional staff position. UK or USA

September 2025

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: monitoring, evaluation and learning (MEL) **/** data analytics (DA) **/** research, evidence and analysis (REA) **/** advisory **/** project management **/** communications **/** 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 deliver multi-year projects, programmes and consulting assignments to a wide range of government clients, international organisations, foundations and private sector clients.

VISION: To set the international standard for ethically delivered expert services in complex and challenging contexts.

MISSION: We use evidence and learning to provide trusted advice and enable change for a sustainable future.

VALUES:

- **Courage:** We work on many of the world's most complex problems. We stand against violence in all its forms. We are unafraid to stand up to illegal or unethical practices.
- **Objectivity:** We challenge conventional thinking. Our recommendations are not based on assumptions or ideology but evidence and learning.
- **Diligence:** We incorporate our best individual and collective intellect through rigour, reflection, and collaboration.
- **Accountability:** We take responsibility for the quality of our work and performance. We hold ourselves to account through clear policy and process, sustained by long-term profitability.
- **Sensitivity:** We understand the impact of our presence and our work, empathise with people's situations, and commit to do no harm.

ETHICS: Integrity upholds the highest ethical standards in our work, our employment of staff and our interaction with people. Through adherence to our core values, we ensure the best possible service, and benefit the communities amongst whom we work.

We commit to building a diverse and inclusive organisation where all feel safe and able to progress, contribute and be heard, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status.

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

How the Principal Expert, Data Analytics (DA) fits into the Integrity Team

The Principal Expert, DA will be one of Integrity's leading data analytics experts, providing internal and external leadership of Integrity's DA capability across the project cycle for our clients globally.

Integrity specialises in developing bespoke DA tools and products – including digital platforms, knowledge management services and data science products – to support our multi-workstream programmes. These programmes are often in challenging and complex contexts with limited access to high-quality or verifiable data. Using your technical DA skills and insights, you will contribute to the growth and management of a global portfolio. This will require you to integrate our DA services into our wider programmes (MEL and REA) as well as in standalone data science, knowledge management and / or software development projects across the world, including for the UK and US governments.

You will join the DA Team, which is part of our Services Team, leading on design, delivery, and learning across our project portfolios. You will play a critical role in strengthening and expanding our DA capability on technical delivery, business development, and wider institutional learning. You will work flexibly across Integrity's different teams and be attracted to a fast-paced and collaborative working environment.

You will work closely with Integrity's Services Team leadership and the Business Team to design new projects, and build relationships with key partners and institutions.

Scope of Work

The Principal Expert, DA role is varied, but focused on providing technical leadership to drive quality, innovation and consistency across our DA, MEL and REA pipeline and contracted portfolio. You will help develop Integrity's global DA strategy, work with colleagues to build our DA capabilities, build and maintain a professional cadre of data scientists, data engineers, machine learning specialists, software developers and user-centered design specialists, to expand Integrity's DA portfolio.

You will deliver technical DA advice, services and quality assurance on our project portfolio. You will have proven technical and leadership expertise, including the ability to liaise effectively with senior team members, external stakeholders, and clients.

You will oversee the technical design of DA bids and DA related sections of MEL and REA bids for clients including the Foreign, Commonwealth and Development Office (FCDO), wider UK government departments, the US government, and the World Bank. You will develop appropriate and innovative approaches and methodologies to meet the needs of our clients and assure the quality of our technical proposals. Key thematic areas will include national security, humanitarian assistance, climate security, and fragility and violent conflict.

This is equally an external facing role. Working closely with colleagues across the organisation, you will engage with clients, partners, and stakeholders on Integrity's DA capability and offer. This will include representing Integrity and promoting our work at key events and conferences.

Terms of Reference

DA Offer and Capability (20%)

- Enhance Integrity's DA approaches and methodologies, with a view to promoting innovative practices and positioning the organisation as a practice / thought leader.

- Engage with and influence emerging DA, MEL, and REA programmes and delivery concepts from key clients and ensure our DA capability is responsive to market requirements.

- Lead internal and external communication of Integrity's DA capability and offer.

- Participate in technical events, and relevant communities of practice in the DA space.

Programme Delivery (50%)

- Be accountable for the technical and commercial performance of select projects with a DA focus or substantial DA component.

- Deliver DA advisory, technical expert, and technical leadership project roles in support of the portfolio and DA strategy.

- Manage relationships with clients, consortium partners, and key stakeholders and communicate DA methods effectively and empathetically with non-technical audiences.

- Lead on project responses to key technical delivery risks and opportunities.

- Ensure contracts are delivered on time, on budget, to high levels of quality and in keeping with Integrity's ethics and ethos.

- Facilitate company-wide lesson learning and knowledge sharing around DA activities across Integrity's portfolio of programmes.

Business Development and Account Management (up to 20%)

- Develop and sustain strong working relationships with key government clients and other relevant accounts.

- Work across Integrity's teams to develop market leading approaches to capture new business and support business strategy.

- Support the Business Team to identify and evaluate new DA opportunities and build our bench of DA experts.

- Provide technical leadership and drive consistency and quality of DA sections within MEL and REA proposals and lead the design of priority DA proposals.

Staff Management and Development (up to 10%)

- As required, line-manage select Integrity staff, develop their careers, contribute to professional advancement, job satisfaction and personnel retention.

- Build a DA cadre in the Services Team through convening and mentoring relevant colleagues.

- Support the wider Integrity team's confidence and fluency in DA, including supporting the development of in-house training materials and delivery of training. Share knowledge gained through DA project delivery and wider experiences with the internal team.

Your Experience and Expertise

You will have:

- At least 10 years of experience in DA within international development and / or consultancy sectors, including work with UK and US government clients. Demonstrated leadership in developing data science products, dashboards, software, and digital platforms.

- Advanced knowledge of the research cycle, with experience in research design, instrument development, sampling, data collection, analysis, and dissemination.

- Strong experience in quality control of raw data, programming scripts, digital products, and analytical outputs.

- Technical proficiency in data engineering, cloud computing and technology stacks, including advanced proficiency in Microsoft Azure.

- Broad and practical knowledge of data science and programming approaches (R, Python etc) and experience with statistical, machine learning, and AI-based approaches, such as regression, predictive analytics, NLP, generative AI, and image analysis.

- Exceptional written and oral communication skills, with a track record of producing high-quality, user-focused reports and templates and proven capability to advise non-technical clients on digital transformation and DA strategies.

- Familiarity with MEL and REA contracts.

It is desirable that you also have:

- Advanced understanding of 1-2 key thematics in development sector, with ability to contribute to thought leadership. Priority thematics include national security, humanitarian assistance, climate security, and fragility and violent conflict.

- Experience with PowerBI and Microsoft Fabric.

- Experience with generative AI, such as policy development, prompt engineering, knowledge management, integration into digital platforms, evaluation and benchmarking of outputs, human-in-the-loop workflows, or use in qualitative analysis.

- Mixed methods and qualitative analysis skills.

Languages:

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

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

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 https://www.integrityglobal.com/opportunities/apply-s2 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 **30th September 2025**. 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 or the USA.

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 / US data protection laws.

Integrity will not request, consider or rely on prior salary history voluntarily provided by applicants or obtained from other sources when evaluating an applicant for employment.