



PROJECT ADVERTISEMENT:

Data Governance & Analytics Manager

Verification and Technical Assurance Programme – Ukraine (VERITAS-UKR)

Fixed-term consultancy position, from 21 September 2026 to 31 December 2029, based in Kyiv, Ukraine, with possibility of travel in Ukraine.

August 2026



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 / data analytics / research, evidence and analysis / technical assistance / capability and capacity development / advisory / project management / communications / 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.

With offices in London, Washington DC and Islamabad, our multi-national team of over 40 deliver multi-year projects, programs 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, empathize with people's situations, and commit to do no harm.

ETHICS: Integrity upholds the highest standards in our work, our employment of staff and our interactions 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 organization 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

Project Background

The UK Foreign Commonwealth and Development Office (FCDO) have contracted Integrity to deliver demand-led independent Third-Party Monitoring (TPM) services and portfolio evidence research analysis for the FCDO's ODA portfolio in Ukraine (managed by British Embassy Kyiv (BEK)). The contract is intended to provide assurance and transparency of results being achieved by the FCDOs implementing partners (IPs) and downstream partners in Ukraine, to increase accountability to project beneficiaries and achieve greater assurance for the portfolio.

The expected impact of this project is to improve and maintain the FCDO ODAs programme performance in Ukraine. Improvements in the quality of programming will result in improved humanitarian and development delivery and better value for money (VfM) for the people of Ukraine. This in turn, is expected to strengthen public and ministerial confidence in the FCDOs programming for Ukraine. The intended outcome is strong evidence for accountability and strategic planning, alongside enhanced knowledge of the portfolio. FCDO will also have increased knowledge of the on-the-ground delivery to inform decision making.

Scope of Work

The Data Governance & Analytics Manager will report to the TPM Team Leader. They will be responsible for overseeing the data governance system and centralised database for the TPM workstream (and other if required), on VERITAS. They will lead the operationalisation of the data governance strategy, in line with broader VERITAS objectives, Integrity's data governance policies and FCDO requirements.

This position requires extensive stakeholder engagement and coordination skills, TPM knowledge, and an expert-level understanding of the context. It also requires a commitment to fostering a positive and empathetic work environment in a remote team structure amidst rapidly changing circumstances and urgent deadlines.

Terms of Reference

A. Technical Design and Delivery

- Responsible for maintaining the data governance system in SharePoint across the VERITAS workstreams. This will include establishing and maintaining file naming conventions for TPM interim outputs, data and products, a data dictionary and version control.
- Oversee the creation and optimisation of the data repository through coordination with the data collection partners, by ensuring data consistency, metadata structure, security, and accessibility, to support systematic data integration into dashboards and analytical systems.
- Responsible for maintaining and updating documentation covering data structures, flows, and quality assurance processes.
- Lead the development of a comprehensive TPM PowerBI dashboard featuring interactive visualisations, trend and geospatial analyses; conduct monthly updates in line with reporting cycles; and ensure all dashboards meet accuracy, usability, and data integrity standards.
- Ensure that GDPR compliant data sharing and protection agreements are in place with all IPs to protect sensitive project information.
- Produce analytical reports, visualisations, and presentations summarising TPM findings, trends, and evidence-based insights, while supporting the TPM Team Lead and TPM Senior Manager through tailored analytical inputs for client presentations, briefings, and review, as well as on other Workstreams.

- Implement rigorous quality assurance checks on programme data before analysis and dashboard integration.
- Support the TPM Team Leader in leading opportunities for TPM innovation to improve efficiency and quality, including bespoke steps for specialist products.
- Support the design and rollout of tools and protocols to improve field level data accuracy and provide technical support to internal teams and stakeholders in understanding dashboard functionality and analytical outputs.
- Contribute to capacity building sessions for core team members and key stakeholders on data collection, quality assurance, and system use, while also maintaining a documented plan for iterative dashboard enhancements and technical troubleshooting.

B. Coordination

- Establish and maintain constructive working relationships with key stakeholders in the relevant FCDO/BEK/IP teams, as well as with TPM subcontractors.
- Coordinate closely with the programme team to ensure complete understanding and alignment of data processes and system management protocols, scheduling 1:1 meetings with team members as required.
- Coordinate with the programme team and data collection partners to ensure that all required data is correctly processed and stored on SharePoint.
- Attend and lead internal calls and external meetings, as required.

C. Learning

- Share lessons identified and learnt from technical delivery, supporting the TPM Team Leader and TPM team members in integrating FCDO/IP/subcontractor feedback into programme delivery.
- Collaborate with the programme team and Integrity staff to share best practices and lessons from programme delivery.
- Develop and cultivate a '*one team*' ethos across the programme team, fostering a collaborative team ethos emphasising accountability, agility, problem-solving, and effective communication with all parties.

Your Experience and Expertise

You will have:

- 5+ years' experience designing, developing and maintaining digital platforms to support the storage, management and analysis of large volumes of data.
- Strong experience in data harmonisation and scheme mapping, including standardizing datasets into unified formats for reporting.
- Demonstrated experience in data analysis, modelling and the development of interactive dashboards to support monitoring, evaluation and learning.
- Excellent proficiency working with PowerBI, Microsoft SharePoint and Excel for data management and visualisation.
- Working proficiency in quantitative and qualitative data analysis tools, including Stata and other analysis software (NVivo, Dedoose).
- Ability to work under pressure and to tight deadlines, maintains high levels of accuracy and attention to detail across different TPM activities.
- Excellent oral and written communication, analytical, interpersonal, and management skills.

- Fluency in written and spoken English is required, proficiency in Ukrainian is highly preferred.

It is desirable that you will also have:

- Experience working with teams of staff and consultants contributing to successful TPM project delivery.
- Experience in building organisational capacity in data collection or analysis methods.
- Experience in delivering reporting outputs for monitoring and verification, and evaluation and/or research findings, to public sector clients in the development or humanitarian fields.
- Thematic experience relevant to fragile environments including in conflict, security and justice, governance, gender and social inclusion, economic development, climate, natural resources and environment, health and/or education.
- Experience working in Ukraine, including engagement with multilateral agencies, funds, consultancies and/or NGOs delivering in Ukraine since February 2022.

Languages:

- Fluency in written and spoken English is required, proficiency in Ukrainian is highly preferred.
- Written and oral fluency in English, with the ability to write clear and compelling narrative.

How to Apply

If you are interested in applying for this position, please complete the application form at <https://www.integrityglobal.com/opportunities/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 14 September 2026. 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 Ukraine.

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.