harambee®
YOUTH EMPLOYMENT ACCELERATOR

Welcome to Harambee, where we're all about solving youth unemployment through partnerships. We're not your typical organisation – we're driven by integrity, results, impact, and a passion for South Africa's youth. Our work is fast-paced and exciting, thanks to partnerships with key stakeholders such as The Presidency of South Africa, Business Unity South Africa, Youth Employment Service (YES), and others who share our mission.

If you enjoy a fast pace, are change adept love diving into new tech, and thrive in a collaborative, flexible environment, then you're exactly who we're looking for. Our goal remains nothing short of changing the world! Harambee has the capability and unique opportunity to achieve its founding vision of being a catalyst for significant and enduring positive change in tackling the global challenge of this generation. We invite you to join us, and let's make a real impact together.

HOW TO APPLY

Closing date is **30 August 2024**
Apply by sending your CV to
recruitment@harambee.co.za
including the position you are applying for in the subject line.
By applying for this vacancy, you give consent for your CV to be reviewed for other roles and shared with the relevant persons at Harambee.

POSITION	Senior Data Engineer
REPORTS TO	Head: Data
LOCATION	Johannesburg

ABOUT THE ROLE

The Harambee Software Development team is looking for an exceptional **Senior Data Engineer** to join their dynamic team based in Johannesburg. The Senior Data Engineering role's objective is collecting, storing and processing large sets of data, with the primary goal of providing optimal solutions to use and of course the implementation, improvement, and monitoring thereof. The Senior Data Engineer is also responsible to **partner with the Head of Data** on **database design and strategy** to enable Harambee's future strategy and technology roadmap. Furthermore, the **Senior Data Engineer** will be doing all that in an organisation that changes lives and has a culture of teamwork, openness and collaboration. If this prospect excites you, then you may be the person we are looking for.

THE TECHNICAL CHALLENGE

Harambee is building a ground-breaking, scalable, future-fit technology platform that changes lives by helping young first-time work-seekers find jobs and work experiences. Our technology needs to cater for the unique, personalised employment journey of each workseeker – ultimately using the power of big data to help them find their first job. We run an Agile Development Programme in a DevOps infrastructure and culture. Our cloud-native technology stack is predominantly hosted in Google Cloud Platform with services written in .Net Core and Python. The data landscape includes MYSQL, Big Query and Composer. This technology stack is currently being revised to drive a strategy of simplification, business user enablement and data integrity.

Google did a case study on us. READ IT (https://cloud.google.com/customers/harambee/)

ROLE RESPONSIBILITIES

You will work as a technical specialist, aiding your colleagues in the creation, maintenance and use of the data stack.

Planning and strategy:
- Engage with various stakeholders to understand the business and data goals in context of Harambee's strategy and vision.
- Design data solutions for real-time and batch environments.
- Document the planning, implementation and operation of the data platform.
- Select and integrate any big data tools and frameworks required to enable the business and data analysis goals.
- Work closely with the data analyst, testers, developers and business analysts to design and ensure delivery of data requirements.

Execution:
- Assist with and advise on the data platform and it's use, including data analysis, security, architecture and modelling.
- Ensure effective infrastructure for processing large volumes of transactional data.
- Implement data retention policies.
- Monitor performance and advise on necessary infrastructure changes.
- Work with platform developers to ensure seamless and optimal data ingestion.
- Build data structures and pipelines that ensure the storage and transformation of data.
- Work with the data analysts to ensure necessary and accurate data is available for downstream use.

JOB OPPORTUNITY SPECIFICATIONS

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Support:
- Support other teams with ad hoc data analysis to derive business insights.
- Support the Data analysis and Business Intelligence team on data validation and quality assurance to ensure accurate dashboards and reports.

MINIMUM REQUIREMENTS

- Matric / Grade 12.
- A degree or diploma in Science or Engineering (Mathematics, Statistics, Computer Science or related field).
- Minimum 8 - 12 years' experience as a data engineer.
- Knowledge of and use with data tools and languages.
- Exceptional data skills:
  o SQL proficiency
  o Document stores
  o Realtime and batch processing
  o Models and relationships
- Large scale ETL (Apache beam or Apache spark, SSIS).
- Cloud experience (Google Cloud Platform, Azure, or AWS).
- Python
- MySQL
- R (nice to have)
- Has worked at a company of similar size and complexity to Harambee over the past 24 months.
- Importantly, you must fit with the Harambee culture, be passionate about our mission and be an individual who leaves things better than you found them.
- Keen to work for purpose and be inspired by the bigger social problem we want to solve Keen to learn and grow.

COMPETENCIES

- Curiosity and drive to understand, improve and deliver.
- Proven track record of quality delivery.
- Comfortable explaining data models, data structures and analytical findings to technical and non-technical audiences.
- Willingness to learn.
- A passion for knowledge sharing and upskilling other team members.
- Highly detail oriented.

HOW TO APPLY