

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 September 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.

JOB OPPORTUNITY SPECIFICATIONS

POSITION

Head: Data

REPORTS TO

Chief Information Officer

LOCATION

Johannesburg / Cape Town

ABOUT THE ROLE

The Head of Data plays a key role in ensuring that the company's data assets are effectively managed and utilised to drive business success. The Head of data is critical in shaping a vision for the data strategy, architecture and organisational structure for the data team. The individual will lead a team of data professionals and work closely with other departments to ensure that the company's data assets are effectively utilised and provides the crucial data that the organisation needs in this data-driven business environment.

JOB DESCRIPTION

- Understand the business strategy in depth and translate this strategy into a vision and requirements for the data landscape.
- Evaluating and designing a robust, scalable data architecture that is aligned with best practice, future fit and aligned to the business strategy and the future vision.
- Oversee the collection, storage, management, quality, and protection of data.
- Lead the strategy for the evaluation of AI capabilities and the adoption for the organisation, partners and young people.
- Lead a team of data professionals and manage their performance and development.
- Create an organisation design for the data team that enables the deliverables for the team as well as creating a future fit team to meet the requirements of the business.
- Assist the team in the recruitment of top-tier data resources, focusing on candidates who demonstrate adaptability and flexibility in their approach to data challenges.
- Collaborate with other departments to identify opportunities for leveraging company data.
- Understand privacy regulations and what this means for data security, confidentiality and sharing practices and leading the data governance strategy to ensure compliance.
- Promote a culture of data-driven decision making across the organisation and create partnerships with business decision makers to support this strategy.
- Develop strategies for making data available to business and external users safely and securely.
- Establish and track adaptable performance metrics and key performance indicators (KPIs) for the data environment, allowing for adjustments based on changing business priorities and goals.

MINIMUM REQUIREMENTS

- Bachelor's or Master's degree in Computer Science, Data Science, Statistics, or a related field.
- Minimum of 10 years of experience in data management or a related field.
- Proven experience in developing and implementing data strategies and data architectures.
- Proven experience in managing a team of data professionals.
- Experience in working with senior management and stakeholders.
- Experience with cloud technologies, and the adoption of new technologies.
- Experience in developing strategies for making data available to business and external users safely and securely.
- Proficiency in data analysis and statistical tools.
- Strong understanding of data architecture, data modelling, and data governance.



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COMPETENCIES

- **Organizational Leadership:** Builds, enables, and aligns great teams to deliver organizational commitments and plans at Harambee.
- **Strategic Decision Making:** Makes thoughtful decisions while maintaining pace with Harambee's organizational needs.
- **High-Performing Team Development:** Builds capable, diverse, and cohesive teams at Harambee to maximize their potential.
- **Partnership Building:** Identifies and cultivates strategic relationships to drive business goals at Harambee.
- **Strategic Thinking:** Identifies key issues and relationships to achieve long-range goals, committing to action based on logical assumptions and organizational values.
- **Results Orientation:** Sets and achieves high goals, driving issues to closure with a sense of urgency.

