

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 **6 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

Senior Data Analyst

REPORTS TO

Manager: Data Analyst

LOCATION

Johannesburg / Cape Town / Hybrid

ABOUT THE ROLE

The Harambee Software Development team is looking for an exceptional Data Analyst to join their dynamic team based in Johannesburg. The objective of the role of Data Analyst is to deep dive into our data, helping to maintain, understand and report on it. You will use data to solve tough business problems, provide insights and in so doing, enable your colleagues to track progress and make decisions.

The role involves guiding and mentoring team members to follow best practice and to build with the future in mind. The Data Analyst will also be responsible to partner with the Head of Data on the design and strategy of data products to enable Harambee's future strategy and technology roadmap.

This role is about solving problems with fit-for-purpose data and analytics techniques with a strong focus on data modeling using Power BI as the tool of choice.

Doing this at Harambee will mean 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.

TECHNICAL CHALLENGE

We run an Agile Development Programme in a DevOps infrastructure and culture. Our cloud-native technology stack is hosted in Google Cloud Platform. The data landscape includes MYSQL, Big Query, Composer, Python and PowerBI. 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/>)

The role includes:

- Planning and strategy
 - o Engage with various stakeholders to understand the business and data analysis goals in context of Harambee's strategy and vision.
 - o Design data solutions for real-time and batch environments.
 - o Document the planning, implementation, and operation of the data platform.
 - o Select and integrate any big data tools and frameworks required to enable the business and data analysis goals.
 - o Work closely with the data engineers, testers developers and business analysts to design and ensure delivery of data requirements.
- Data Analysis and Business Intelligence
 - o Work to deliver data analyses to derive business insights.
 - o Work with the data engineers to ensure necessary and accurate data pipelines and models are in place.
- Advise on data design, modelling and architecture to support outputs such as:
 - o Data Warehouse
 - o Data Marts
 - o BI pipeline
 - o Extracts, reports, and dashboards.
 - o Train and facilitate data adoption across Harambee business users
 - o Prepare analytical datasets for other teams

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JOB OPPORTUNITY SPECIFICATIONS

- o Implement policies around data governance.
- o Monitor performance and collaborate on optimization.
- o Do data validation and quality assurance to ensure accurate outputs.
- o Support pursuits on Machine Learning models and data labeling and dictionaries.
- Mentoring
 - o Upskill and guide team members to follow standards and best practices when implementing/utilizing:
 - o Data Warehouse.
 - o Data Marts.
 - o BI pipelines.
 - o Extracts, reports, and dashboards.
 - o Data models

MINIMUM REQUIREMENTS

- Matric / Grade 12.
- Degree or diploma in Science or Engineering (Mathematics, Statistics, Computer Science or related field).
- Minimum of 8 - 12 years' experience as a data professional.
- Comfort and excellent skill in the use of databases, SQL, and BI tools including Power BI.
- Proficient in data modeling.
- Microsoft Fabric and Power BI Premium product set knowledge and experience would be advantageous.
- 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.
- Passionate about knowledge-sharing and working with people.
- Able to communicate across all levels within and outside of an organizational structure, from candidates through to senior managers.
- Comfortable explaining data models, data structures and analytical findings to technical and non-technical audiences.
- Able to work in a dynamic, fast paced environment.
- Willing to work overtime when required.
- Willing and able to lead by example and live the company values.
- Driven by the ideology of having an impact on people's lives by providing mentorship.