Global Data Developer

April, 2024

PEAS Global Data Developer

THE ROLE AND RESPONSIBILITIES

Role Headlines	
Role Title and Department	Global Data Developer, Operations Team
Compensation	Salary range for the role is from £29,800 per annum, depending on experience
Location and Travel	Based in either Uganda or Zambia, with up to 20% international travel
Reporting to	PEAS Global – Senior Manager for Operational Excellence
Line Management Responsibility	No direct reports
Type of role	Full time 12-month contract

PEAS (www.peas.org.uk**)** is a fast-growing charity with a mission to 'expand access to sustainably delivered quality secondary education across Africa'. We run the fastest growing network of sustainably financed secondary schools in Africa. At PEAS, we are passionate about delivering quality education at a low cost, so that we are able to educate the poorest rural communities and replicate our model across other communities.

Here at PEAS, we place a huge emphasis on regularly analysing data to make decisions – which means we collect a huge amount of data, such as enrolment and attendance, annual inspections and assessments, regular student and teacher surveys, exam results, demographic data and reports from our school support teams. This has allowed us to shape brilliant programmes and make regular adjustments, to drive the best outcomes for our students.

But we know we can do more. Our different data sets are collected via different methods, and currently sit in different places. We want to build a data platform that brings together and visualises this rich set of data to unlock real-time insights for the organisation – so our teams and school staff can drive better outcomes for every student. This will involve working with our experienced Technology Consultant, our Senior Manager of Operational Excellence and our Monitoring, Evaluation and Learning team to grow our new data platform. There will be lots of opportunity to develop your skills and knowledge in a dynamic organisation.

We're looking for a driven individual who is early in their career and passionate about using technology to make education accessible to all. If you're committed and quick to learn with a firm grasp of the basics, we're keen to hear from you. We're interested to hear about any experience candidates have in software development, database engineering or statistical analysis – but are open-minded and don't have any mandatory requirements about exact technologies.

As part of PEAS' strategy, we are increasingly looking to make use of context relevant technology to support school improvement, students' learning and operational effectiveness. Alongside managing and growing our data platform, depending on your capacity and interests there could also be opportunities to work on other technology projects. Examples could include software development of our flagship SchoolTool+ school information system, developing a mobile app to support teacher development, or building online libraries of PEAS' tools and materials. At PEAS, we want to work with individuals who are keen to learn and innovative, and be entrepreneurial in how we use technology to solve the biggest challenges in delivering a quality education in Africa.

This role will be part of the PEAS Global team – who are located across our UK, Uganda and Zambia offices. We are keen for this role to be hired into our Kampala or Lusaka offices.

MEASURING IMPACT

As an organisation, teams and individuals, we have key results that keep us focused on achieving our overall objectives. Impact of the Data Developer role will initially be measured against key results including, but not necessarily limited to, the following*:

- Proportion of key performance indicator reporting which is automated for PEAS Termly Strategic Reviews
- Programme dashboards functional with automated feeds from Kobo data sources and data visualisation
- Number of periodic reporting automatically generated and share with programme teams for reflection and learning
- Automated updates to managers regarding their team's completion of associated tools
- Uptime of PEAS data platform
- PEAS' data secured through appropriate security measures

ROLES AND RESPONSIBILITIES

Managing PEAS' data systems and processes

- Work with PEAS' Technology Consultant to maintain and develop PEAS' data platform and data flows (likely to be on Power Query or DataBricks, feeding on data from Kobo and Sharepoint), to ensure the seamless functioning of automated data processing across the organisation.
- Create, redesign and manage Extract, Transform, Load (ETL) workflows to extract and transform data from disparate sources.

- Work with PEAS' Global Monitoring, Evaluation and Learning team to design appropriate data input mechanisms and run reports to determine the status of ongoing programming including:
- Regularly scheduled reports (monthly, mid-year, annual)
- Short-term or one-off projects to answer pressing questions and support the roll-out of new initiatives
- Streamline report creation and analysis through improved processes and updated data infrastructure, to support the implementation of PEAS' Data & Insights strategy.

Provide technical assistance across PEAS' technology projects

- Alongside the PEAS Senior Manager for Operational Excellence, provide technical assistance on technology projects across PEAS, including technical advice on how PEAS systems are structured and ensuring new systems fit well into existing PEAS landscape, ensuring user experience is fit-for-purpose and ensuring systems are designed in an effective and sustainable manner.
- Act as technical liaison between key internal stakeholders and outside contractors, including participating in tendering and software negotiations, to ensure the smooth implementation of PEAS technology projects.
- Conducting field visits to PEAS schools to collect technical requirements for new projects and to support with piloting and bug fixes for new tools developed by PEAS.
- Can play a more active development role in select technology projects – dependent on the capacity of the individual and solution required.

Capacity building of data and technology skills across PEAS:

- Develop and deliver training to support the introduction of new technologies across the PEAS organisation, to ensure the smooth adoption of new systems by non-technical users.
- Support IT colleagues in-country to develop and deliver training to build key IT skills across PEAS, ensuring all staff are able to effectively use the technology tools available.

Other:
- Support regular reviews of Cyber Security and Data Protection measures across all country offices, to ensure PEAS' approach is fit for context and in line with local regulatory requirements.
- Maintain PEAS' Office 365 platform, in use across all of PEAS' country offices.
- Proactively problem solve, identify and confidently mitigate any risks, issues or control weaknesses that arise in your day-to-day, in collaboration with colleagues.
- Supporting their line manager with other technology-related activities, as required.

THE IDEAL CANDIDATE

The ideal candidate will have a strong passion for, and some experience with, data management and software development, with an interest in user experience and system design. Experience working in the NGO sector is preferable, but not essential. No matter the role, we are looking for people who believe in

what we do and how we do it; is passionate about transforming lives through education and aligned to our values.

Knowledge and Experience

Essential:

1. Bachelor's degree in computer science, mathematics, sciences or a related field.
2. Experience of data or statistical analysis, with the ability to collect and analyse complex sets of data and create high-quality data visualizations to display findings.
3. Technical mindset and experience in software development, using language such as Python or Javascript, or database technology, such as SQL, Power Query, Databricks and PowerBI.
4. At least 3 years' experience in a professional context – preferably in a data or technology role.
5. Strong organisational skills and ability to manage a varied workload.
6. A self-starter, willing to lead projects in collaborations with other in the team and take ownership of your own projects – start to finish – where that's needed.
7. High standards for your own work, including a keen attention to detail.
8. A team player with excellent communication skills – capable of explaining complex technologies to colleagues from different parts of the organisation, who will have limited technical knowledge.
9. Passionate about using technical solutions to solve real-world challenges to achieve PEAS' mission.
10. Comfortable designing simple, pragmatic solutions – rather than going for the latest and most complex technologies.
11. Passionate about finding the most cost-effective technology solutions, to ensure we can roll-out exciting technologies with a limited budget.

Desirable – these knowledge and experience criteria are not required for your application; however, if you do have any of these desirable knowledge or experiences, we encourage you to highlight this in your application:

1. Knowledge and experience considering user experience in system design.
2. Interest in keeping-up-to-date with new technologies and security threats to NGOs.
3. Experience working in an Education setting/organisation focused on Education.
4. Experience working in Uganda, Zambia or other countries in Africa.

Skills and Abilities

1. Ambitious and goal-oriented, always looking to push yourself to achieve the most you can in your role.
2. Motivated to work to fixed deadlines.
3. Ease in maintaining good, positive working relations with colleagues.
4. Ability to juggle priorities and work on own initiative.

5. Ability to motivate and inspire colleagues, including remotely.
6. Strong attention to detail.
7. Willing and able to work occasional unsocial hours and occasional travel overseas.