harambee®
YOUTH EMPLOYMENT ACCELERATOR

Harambee Youth Employment Accelerator is a not-for-profit social enterprise building African solutions for the global challenge of youth unemployment. We work in South Africa and Rwanda with many partners who are committed to results that can work at scale – including government, the private sector, civil society, and **over 1.5 million youth**.

Harambee is an anchor partner in a breakthrough platform called **SA Youth**. It is part of the **Presidential Youth Employment Intervention** – a coordinated strategic national plan, announced by President Ramaphosa in his 2020 SONA, that sets out priority actions to address the youth unemployment challenge in South Africa by creating opportunities for young people at scale.

SA Youth brings together many partners to create a single national network to allow young people to access a wide selection of earning and learning opportunities, and for opportunity holders to access young engaged work-seekers – for free!

Our staff complement of almost 500 motivated people continues to work both on-site and remotely in a fluid and vibrant environment to tackle the challenges of a country where over 50% of young people are unemployed.

Winner of the 2019 Skoll Award and 2019 Conscious Companies Award.

#changeistheonlyconstant

EQUAL OPPORTUNITY EMPLOYER

Learn more about Harambee Youth Employment Accelerator:

📹 Harambee Overview
📹 Changing the System
📹 What is SA Youth

www.harambee.co.za

JOB OPPORTUNITY SPECIFICATIONS

POSITION
Data Quality and Project Manager

LOCATION
Gauteng or Remote

THE ROLE

The Harambee Software Development team is looking for an experienced Data Quality and Project Manager to join their dynamic team based in Johannesburg. Do you enjoy leading teams towards 'big picture' goals, while still getting involved in the detail of the work? Do you love answering tough business problems with data insights? Do you enjoy visualizing data to enable business to track progress and make decisions? Now imagine doing 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.

This role is about solving problems with fit-for-purpose analytics techniques

What you'll be doing:

- Be a strong, experienced partner to the Head of Data and the leaders of our Data Analyst, Data Engineering, and Business Intelligence teams
- Task management and project management: mapping out roadmap(s), project plan(s), and deliverables against timelines
- Communicating those plans internally with the team to ensure delivery against the plans and communicating those plans with business manage expectations
- Keeping the team accountable to deliverables; to help drive delivery as a "project manager type profile"; and enable and support the team to get the deliverables done
- Creating and iterating structure and processes for more efficient ways of working to address bottlenecks and blockers in the data teams; internally in the data team itself but also between teams e.g. data and developers, data and product team, data and broader business
- Problem solving whatever comes up including analytics, modelling, and insights
- Peer review and quality checks of work, especially output of analyses, and methodology for analyses, including our main dashboards which all of Harambee lives by
- Strategy and vision: document the strategy and vision, which then feeds into the roadmaps
- Documentation: partnering with the Head of Data to document new ideas and work required so that new people can ramp up quicker in the data team
- All round "catcher-of-balls-about-to-drop"
- Able to support in design and thinking on Database, Datamarts, Tables, Performance etc. (Note: it is not required to be super technical, but it would be valuable to help question technical designs, challenge structures, and research technical decisions etc.)
- Once the environment (people, process, outputs) is stable and delivering quality output, there are 3 strategic analytics areas:
1. Insights and business intelligence (for the broader business)
2. Enabling business with self-service
3. Opening up our data for key partners

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 work-seeker – 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 andBig Query... This technology stack is currently being revised to drive a strategy of simplification, business user enablement and data integrity.

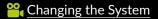Google did a case study on us. **READ IT.**

THE IDEAL CANDIDATE HAS THE FOLLOWING SKILLS AND TRAITS:

- 8+ years of experience in a data or analytics or consulting related role
- Strong organizational and coordination skills
- Good with people
- Good with implementing structure and processes
- Ability to connect dots, and translating a vision into a practical roadmap
- Ability to manage roadmaps
- Good communication skills
- Urgency and attention to detail
- Technical know-how and exposure: database design for scale, simplicity, performance, and best practice
- Language know-how and exposure (preferable): SQL to help peer review queries to drive quality of work, Python to develop new queries/products
- Data know-how (preferable): use of Jupyter noteboots to support business users
- Strong in mathematical concepts: modelling, analyses, insights
- Exposure to dashboard building and visualisation

SELECTION CRITERIA

- A degree or diploma in Science or Engineering (Mathematics, Statistics, Computer Science or related field)
- 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

Apply for this position by sending your CV to recruitment@harambee.co.za, including the position you are applying for in the subject line.
August 2021