



**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**



**Learn more about Harambee Youth Employment Accelerator:**

[Harambee Overview](#)

[Changing the System](#)

[What is SA Youth](#)

[www.harambee.co.za](http://www.harambee.co.za)

# JOB OPPORTUNITY SPECIFICATIONS

## POSITION

Senior Data Analyst

## LOCATION

Gauteng or Remote

## THE ROLE

The Harambee Software Development team is looking for an exceptional Senior Data Analyst to join their dynamic team based in Johannesburg. Do you have experience as a Data Analyst and/or Business Intelligence Analyst with knowledge in data science principles? Are you proactive with a willingness to learn and be challenged? Do you have incredible attention to detail and a drive to consistently deliver quality 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.

The role includes:

### 1. Planning and strategy

- Engage with various stakeholders to understand the business and data analysis 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 developers and business analysts to design and ensure delivery of data requirements

### 2. Support

- Assist in data analysis and data modelling
- Advise on data design and architecture
- Ensure security on data platforms
- Train and facilitate data adoption across Harambee business users

### 3. Execution

- Prepare analytical data-sets for data mining
- Execute the following database processes:
  - Extract
  - Transform
  - Load
- Ensure effective infrastructure for processing large volumes of transactional data
- Implement data retention policies
- Monitor performance and advise on necessary infrastructure changes

### 4. Data analysis

- Plan and deliver data analyses to derive business insights
- Do data validation and quality assurance to ensure accurate dashboards and reports

## 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 and Big 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:

- Passionate about knowledge-sharing and working with people
- Able to work in a dynamic, fast paced environment
- Willing to work overtime when required
- Able to communicate across all levels within and outside of an organizational structure, from candidates through to senior managers
- Willing to fulfil a multi-faceted role in a newly established, start-up like environment
- 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 to young people
- Excited by tech – and concepts like the 4th Industrial revolution

## 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](mailto:recruitment@harambee.co.za), including the position you are applying for in the subject line.

August 2021

