



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 almost 3.4 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 over 400 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



JOB OPPORTUNITY SPECIFICATIONS

POSITION

Data Analyst

REPORTS TO

Head: Data

LOCATION

Gauteng

About the role

The Harambee Software Development team is looking for an exceptional mid-level **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. This role is about solving problems with fit-for-purpose data and analytics techniques.

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.

THE 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/>)

ROLE RESPONSIBILITIES

1. Planning and strategy
 - a. Engage with various stakeholders to understand the business and data analysis goals in context of Harambee's strategy and vision
 - b. Design data solutions for real-time and batch environments
 - c. Document the planning, implementation, and operation of the data platform
 - d. Select and integrate any big data tools and frameworks required to enable the business and data analysis goals
 - e. Work closely with the data engineers, testers developers and business analysts to design and ensure delivery of data requirements
2. Data Analysis and Business Intelligence
 - a. Work to deliver data analyses to derive business insights
 - b. Work with the data engineers to ensure necessary and accurate data pipelines and models are in place
 - c. Advise on data design, modelling and architecture to support outputs such as:
 - i. Data Warehouse
 - ii. Data Marts
 - iii. BI pipelines
 - iv. Extracts, reports, and dashboards.
 - d. Train and facilitate data adoption across Harambee business users
 - e. Prepare analytical datasets for other teams
 - f. Implement policies around data governance
 - g. Monitor performance and collaborate on optimization
 - h. Do data validation and quality assurance to ensure accurate outputs

ROLE REQUIREMENTS

Experience

- Matric / Grade 12
- A degree or diploma in Science or Engineering (Mathematics, Statistics, Computer Science or related field)
- Minimum 5 years's related working experience.
- Comfort and excellent skill in the use of databases, SQL, and BI tools
- 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



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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 to young people

Closing date for applications is 21 February 2024

Apply for this position 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 to your CV to be reviewed for other roles and allow for your cv to be shared with the relevant persons at Harambee.