

**The primary focus of this programme is to upskill unemployed youth to prepare them for a future in digital careers. An opportunity has risen in our Johannesburg offices for a junior data engineer. The position is office-based and we extend a stipend to successful applicants on the programme.]**

**The [programme name] consists of:**

- An intensive onboarding programme that focuses on holistically upskilling, coaching and mentoring candidates covering technical skills and soft skills, such as self-awareness, communications skills and personal mastery, ensuring that candidates are well prepared for to enter the workplace
- Placing candidates at partner clients to gain practical experience in the relevant digital discipline. This placement includes the candidates working with established, internal delivery teams to assist with work delivery thereby gaining valuable practical hands-on work experience over a minimum period of 12 months.

**We are looking for young people with experience in the following technical skills:**

- Working with structured and non-structured data;
- Using automated tools to extract data from primary and secondary sources;
- Removing corrupted data and fixing coding errors and related problems;
- Performing analysis to assess quality and meaning of data;
- Developing and maintaining databases, data systems – reorganising data in a readable format;
- Using statistical tools to identify, analyse, and interpret patterns and trends in complex data sets that could be helpful for the diagnosis and prediction;
- Preparing reports stating trends, patterns, and predictions using relevant data using tools such as Power BI;
- Building effective and user-friendly dashboards;
- Knowledge of basic SQL or MySQL (candidate needs to know the structure of a relational database and be able to write basic SQL queries);
- Advanced Excel skills to sort and present data.

**In addition, we are looking for the following personality traits:**

- Positive, can-do attitude
- Confidence (as the team will be engaging with external stakeholders with regards to work delivery)
- High cognitive ability – we need people that can hit the ground running and absorb vast, complex information in a short space of time
- Willingness to learn and goes the extra mile with an ability to self-educate
- Proficient in communicating in the English language
- Analytical-minded and logical thinkers who are challenged to solve complex problems

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**Successful applicants will be given an online screening assessment, covering:**

- Cognitive ability - Logical reasoning and Analytical thinking
- Data analysis fundamentals
- SQL coding exercise covering basic querying and joining

**Our technical onboarding programme is done in house, is 8 weeks long, and consists of the following training interventions:**

<b>Training Item</b>	<b>Benefit</b>
<b>Data Analysis Fundamentals</b>	Key concepts and principles of data analysis
<b>Microsoft Tools</b>	Teams, Outlook, Word, PowerPoint...
<b>Excel</b>	Highly practical Microsoft Excel skills that you can apply within your own context to analyse, interpret, and present data. Functions and formulas for sorting, aggregating, and managing data for analysis in Microsoft Excel
<b>Data Warehouse Fundamentals</b>	An understanding of how data is captured, stored, and accessed, with a theoretical introduction to databases and SQL.
<b>Advanced SQL</b>	The skills to apply data analysis to business needs by using SQL
<b>Cloud technology</b>	An introduction to cloud technologies used for data and data analysis
<b>Big Data</b>	Exposure to big data and big data tools
<b>Reporting</b>	Build dashboards and reports using a tool

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