

Data analyst – JNB

The team is looking for a data analyst team lead to manage and mentor a diverse team of junior data analysts. You will work closely with the Development Lead, as well as the delivery teams, to ensure that all elements of the programme are delivered on time, within budget and at a level of excellence. You must have the technical experience and leadership skills to assist with all delivery and execution aspects in the Centre. Notwithstanding, you must adopt a flexible approach to your role.

While key responsibilities of the role are outlined below, Harambee reserves the right to change and/or expand on these responsibilities as the organisation evolves and as the employee grows.

What you will be doing:

- Design, help improve and implement technical upskilling programme to enable candidates to become competent data analysts
- Continuously keep up to date with the latest technology trends and engage in research and development activities to ensure that the team is using the most recent and relevant tools for the job
- Continuous improvement of the team processes, quality of deliverables and technical standards.
- Training and mentorship of candidates in collecting, transforming, cleaning, and modeling data with the goal of discovering the required information
- Regular one on ones, career development and performance reviews with candidates
- Support the management of work delivery across multiple delivery pods to client partners
- Assist in source and interview data analysts to match programme and client needs
- Facilitate stand-ups, planning sessions, and retrospectives during the technical onboarding programme
- Foster collaborative development and knowledge sharing amongst team

What you need:

- Between 3 to 5 years' experience as a data analyst with demonstratable leader qualities
- You must have experience in:
 - 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 for the management stating trends, patterns, and predictions using relevant data using tools such as Power BI, Tableau or Qlik Sense with advanced DAX knowledge.
 - presenting findings to key stakeholders in a readable and understandable format.

Let's Get To Work.

This model is challenging but immensely rewarding. You will be building a new ecosystem for talent in South Africa.

- o building effective and user-friendly dashboards and reports for stakeholders.
- o compliance with data privacy regulations and best practices.
- o mathematical and statistical ability and experience.
- o must have advanced SQL querying skills
- o knowledge of SAS would be advantageous.
- o proficiency in the MS Office Suite with advanced Excel skills.
- o have experience in a an ETL tool such as SSIS, Informatica, Hadoop, AWS.
- o good understanding of the Agile scrum methodology.

The ideal candidate must have the following traits:

- Highly self-motivated and directed.
- An empathetic servant leader who balances the need of the team with the needs of the business.
- Excellent listening, interpersonal and oral communication skills.
- Facilitates meetings well, ensuring that all participants' thoughts are considered.
- A dependable person who delivers constantly according to the needs of the business.
- Proactively seeks out areas of inefficiency within the scope of the role, taking action to make continuous improvements.
- Driven by the ideology of having an impact on people's lives by providing mentorship to young people.