



Data Scientist

Bristol, UK

About Development Initiatives

Development Initiatives (DI) is an independent international development organisation working on the use of data to drive poverty eradication and sustainable development.

Since DI was established in 1993 our expertise and passion has been rooted in the role data can play. We are focused on getting better data on poverty and vulnerability, so we know where need is greatest and whether efforts are working. We are dedicated to improving information about resources so that they can be targeted effectively – and we want to help others use data to improve decision-making and drive better results.

We work to ensure that decisions about the allocation of finance and resources result in an end to poverty, increase the resilience of the world's most vulnerable people, and ensure no one is left behind. We want these decisions to be underpinned by good quality, transparent data and evidence on poverty and resources, and lead to increased accountability and sustainable long-term outcomes.

We believe there are enough resources in the world to consign extreme poverty to history, but poor or inaccurate information means these resources are not reaching those who most need them. While data alone will not end poverty, it is a vital catalyst for increasing knowledge, providing clarity and improving decision-making at local, national, regional and global levels.

Our work focuses on three key areas:

1. Measuring the progress of people out of poverty

Our work on poverty is about driving commitments and investment towards improving poverty data, and drawing on existing data to start building a clearer and more accurate picture of poverty

2. Investments to end poverty and build resilience

Our work on resources is about informing national, regional and international actors on how to mobilise, track and improve the targeting and effectiveness of the many different resources that can address poverty, vulnerability and crisis

3. Data use of sustainable development

Our work on data use is about breaking down barriers to data use, improving data availability and usability, and helping people use data effectively in order to drive efforts to end poverty and build resilience

“An indispensable tool that shines a light on progress” DFID Senior Humanitarian Policy Advisor (about our [Global Humanitarian Assistance Report 2017](#))

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Role content and purpose

Working with teams of analysts, developers subject matter experts and advocacy specialists in the field of international development, you are a master of data discovery, access, manipulation, preparation, analysis and visualisation. You will become an expert on the development data landscape and be capable of modelling complex problems, discovering insights and identifying opportunities for teams through the use of statistical, algorithmic, mining and visualisation techniques. You will inspire and deliver innovative approaches to ensure that DI remains in the vanguard of the revolution for sustainable data in development.

Duties and responsibilities

- Continually explore and monitor the development data landscape for new opportunities
- Continually engage with your teams to: understand their data needs; access, prepare, manipulate and analyse the data; and render the outcome of their work into meaningful visualisations and other outputs
- Lead the technical element of DI's work promoting data interoperability and joined-up data standards
- Participate in DI's work mapping data landscapes in developing countries
- Promote ongoing work through the writing of articles, blogs and papers
- Investigate, experiment, and build new and innovative data sources, data technologies, analysis techniques, and visualisation tools
- Represent DI externally in your area of expertise
- Build and maintain collaborative relationships with external data producers and users (in government, civil society, academia and other relevant organisations)
- Be aware of data-related activities across the whole organisation and be willing to share knowledge and competencies across activities
- Assist in the development of new projects and identification of new and emerging opportunities

Organisational responsibilities

- Implement and manage strategic projects and activities in line with DI's vision, mission, values and goals
- Maintain effective systems ensuring these are consistent with DI's operational requirements and policies
- Demonstrate creativity in applying solutions.

General responsibilities

- Be aware of and take personal responsibility for any health and safety issues and obligations
- Uphold all aspects of company policies and procedures and legal requirements in relation to personal conduct
- Support an ambitious organisation, actively taking part in helping to meet its goals and positively supporting change and development
- Prepare for and engage in one-to-one meetings and performance management appraisals
- Maintain professional development and personal development plans
- Be willing and committed to take on new work as and when required and be proactive

No job description or role profile can encompass all tasks and duties that may be required, and we will expect the postholder to carry out other duties and tasks from time to time that are broadly consistent with those in this document.

Person specification

Area		Essential/ desirable
Experience	• Minimum of three years' experience in a research environment dealing with complex data	E
	• Experience working with complex data models	D
	• Experience working in international development	D
	• Published work: applications or papers	D
Skills and abilities	• Good communication skills, including experience of working effectively with diverse audiences, both verbally and in writing	E
	• Ability to work independently with minimal support as well as in a team environment	E
	• Intermediate programming skills in Python and JavaScript	E
	• First-rate research, writing and visualisation skills evidenced in high-quality published work	E
	• Ability to communicate complex technical issues to a wide non-technical audience, including statistical analysis to non-statisticians	E
Education	• A postgraduate qualification in the field of data science, statistics, scientific research, semantics or similar discipline	E
	• A technical certificate in a programming related discipline	E
Knowledge	• Demonstrable interest in socio-economic development	E
	• Working knowledge of statistics and R statistical software	E
	• Working knowledge of database architectures	E
	• Working knowledge of data visualisation strategies, techniques and software	E
	• A working knowledge of semantic web technologies	E
	• A willingness to develop expertise in government-led national data infrastructures and management information systems used in public administration	E
Personal attributes	• An inquisitive, open mind and the ability to think outside of the box. A determined, agile, pragmatic and patient approach to problem solving.	E
	• A commitment to share skills and knowledge, both formally and informally, across the organisation.	E

Contractual details

Start date:	March 2019
Location:	North Quay House, Quay Side, Temple Back, Bristol, BS1 6FL
Salary:	Up to £35,000 per annum, depending on experience
Length:	Permanent
Hours:	35 hours a week
Probation:	3 months
Leave:	25 days pro rata, plus all bank/public holidays

Application details

Your CV (no more than two pages) and covering letter, which should detail your skills and evidence of experience and how it relates to the job description, should be emailed to: Connie Fitzgerald (Human Resources Officer) at HR@devinit.org, quoting the reference 'Data Scientist' in the email subject line. Your letter should also include your salary expectations, notice period/available start date and where you saw the job advert.

Closing date: 1 February 2019
1st Interviews: February 2019

Other

We welcome applications from all sections of the community.

We have a duty to prevent illegal working by checking potential employees' documents, before employing them, to ensure they have the right to work in the country in which this post is based.

Evidence of right to work will be requested.

Development Initiatives is an equal opportunities employer and in line with our policies, we aim to ensure that no job applicant receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender, marital status, sexual orientation or disability.

We find it helpful for all applicants to complete our Diversity Monitoring Form found on our website at: <http://devinit.org/working-with-us/vacancies/>

Working together

"People are our greatest asset" – it's a well-used saying, but at Development Initiatives, it really is true.

We acknowledge that we work in an environment where the pace is often fast, and we need our people to be able to respond swiftly and creatively to new situations and demands, so it makes sense that the better our employees are, the more effective we will be and for this reason, we work hard to create an environment that meets everyone's needs.

In line with our values (empowering, transparent, impartial, innovative, agile, quality), we aim for a culture of honesty and openness and want to attract and retain talented people who share our vision. We also like to offer individuals the space to use their talents in an innovative working environment with colleagues who are passionate about our vision.

So, what else do we offer?

- Work in an informal work environment (e.g. casual dress code)
- Work from an office in the UK that is accessible for wheelchair users
- A competitive salary and benefits package
- Flexible working arrangements (e.g. homeworking, flexitime)
- Up to 5 days' paid leave to dedicate time to a volunteering activity of your choice that works to address poverty or help vulnerable people
- Paid study leave with financial support where appropriate
- Paid professional fees
- Pension scheme with 5% employer contribution
- Simply Health Cash scheme with employee assistance programme
- Enhanced policies (such as maternity, paternity and adoption leave and sick pay)
- 25 days holiday plus all bank and public holidays and discretionary paid time off at Christmas
- Membership of a cycle to work scheme
- Childcare vouchers
- Free eye tests
- Buy/sell holiday scheme

The Bristol office is only 5 minutes from Temple Meads train station and 10 minutes from Bristol city centre and we offer free parking (on a shared rota) for those members of staff who cannot cycle, walk or use public transport.

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So, what else do we offer?

- Work in an informal work environment (e.g. casual dress code)
- A competitive salary and benefits package
- Medical care for employees and dependants
- Flexible working arrangements (e.g. homeworking, flexitime)
- Up to 5 days’ paid leave to dedicate time to a volunteering activity of your choice that works to address poverty or help vulnerable people
- Paid study leave with financial support where appropriate
- Paid professional fees
- Pension scheme with 5% employer contribution
- Statutory policies (such as maternity, paternity and adoption leave and sick pay)
- 25 days holiday plus all bank and public holidays and discretionary paid time off at Christmas
- Buy/sell holiday scheme