Person Specification

This form lists the essential and desirable requirements needed to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

Job title: IGC Data Engineer (Zambia Evidence Lab)

Department/Division: International Growth Centre
Accountable to: Zambia Country Manager

Criteria	Evidence	E/D
Knowledge and experience	BSc or MSc degree in computer science, data science, economics, financial engineering, statistics or a related quantitative subject where working with large data sets to achieve causal inference formed a key part.	E
	Strong programming skills in scripting languages (e.g. Python, R).	E
	Experience of working on creating interactive data visualisation dashboards.	E
	Experience in creating data extraction, loading and transformation processes using tools such as Amazon EC2, S3 Bucket, Textract.	E
	Advance knowledge and demonstrated experience of working with setting up and administering servers on Linux or Ubuntu for creating a data analytics pipeline process.	E
	Excellent knowledge of SQL or NoSQL and experience with various database technologies (MySQL, PostgreSQL, MongoDB, etc.).	E
	Demonstrated knowledge of setting up, usage and managing server-side applications and APIs.	D
	Experienced in using packages and libraries in either R (Tidyverse, Paws, Shiny, etc.) or Python (Pandas, Polars, NumPy, Plotly, Streamlit, etc.) or other open-source tools to create fully functioning web-based data visualisation apps.	D
	Experience of continuous development and deployment of the data dashboard web application with minimum supervision.	D
	Advanced user of GitHub, MongoDB, and Apache HTTP Server.	D
	Advanced user of SASS, CSS, or Bootstrap stylesheet languages or frameworks.	D

	Experience of working in one or more developing countries, preferably in a policy setting.	D
	Demonstrated experience or strong interest in applying data science and engineering to public policy, particularly in the context of developing economies	D
Communication	Evidence of excellent written and oral communication skills, in particular evidence of explaining technical information to non-technical audiences such as policy stakeholders.	E
	Expertise in effectively conveying and directing approaches to technical colleagues at all levels of seniority.	E
	Ability to communicate risks and possible delays in advance.	D
	Expertise in determining the appropriate level of detail needed in communication.	E
Teamwork and motivation	Demonstrated ability to work as part of a team in a multi-cultural context and across a range of teams ideally in a developing country.	E
	Expertise in developing the skills and capabilities of colleagues including identifying training opportunities and leading team members in their work as it relates to data management.	D
	Influences colleagues across data hubs in the technical development and operational use of dashboards within the team's remit.	E
Service Delivery	Expertise in defining service levels, communicating project progress, and escalating issues appropriately both internally and with external audiences.	E
	Expertise in responding quickly to developing situations and remaining calm under pressure.	E
Planning and organisation	Ability to work independently and to take initiative with minimal supervision in challenging environments.	E
	Excellent organisational skills, including the ability to plan and prioritise a varied workload to meet deadlines in an efficient and effective manner both personally and of project teams.	E
	Demonstration of attention to detail whilst being able to produce outputs within set deadlines.	E
	Highly flexible and agile to meet changing demands and priorities.	E

E – Essential: Requirements without which the job could not be done.
D – Desirable: Requirements that would enable the candidate to perform the job well.