

Who is SmartStart Early Learning (RF) NPC?

SmartStart is a *successful national network* of NGOs & partners realising **quality, affordable early learning for all 3-5-year olds** — through *scaling a network of providers, and achieving specific ecosystem transformations* with governments and partners.

Opportunity!

Job title	Data Science Specialist
Nature of time commitment	Full-time
Modality & Location	Hybrid (office: 26 Griswold Rd Saxonwold Joburg)
Nature of contract	Indefinite
Duration & Timeframe	ASAP from 1 April 2024
Job grade (Paterson framework)	D Lower
Remuneration	R708kpa-R 1.02mpa / R59-85kpm depending on profile plus eligibility for 5-15% performance bonus determined annually
Manager	Monitoring, Evaluation, Learning and Impact (MELI) Lead
Number of vacancies	One (1)
Application procedure	Via recruiter

Child Safeguarding Policy

Any and all applicants must adhere with the SmartStart Child Safeguarding Policy which has been developed in line with the International Standards for Child Safeguarding which provide a benchmark for organisations working with children.

In terms of this Policy, SmartStart will not employ anyone whose name is on the National Child Protection Register or who has been convicted of a criminal offence involving a child.

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 SmartStart South Africa

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Data Science Specialist

Job Specification

Purpose

The Data Science Specialist drives SmartStart network's success through enabling sense-making and decision-making informed by communicating prioritised data-driven analyses, modelling, and algorithms (for example: child-by-venue-modality figures present and future, disaggregated and segmented by socio-economic tapestry)

The incumbent manage complex data projects collaboratively, drawing on excellence and experience in (inter alia) quantitative analytics, statistical analyses, modelling, and machine learning algorithms, as well as data visualisation.

Location in organisation

- Line Manager: **Monitoring, Evaluation, Learning and Impact (MELI) Lead**
- Job grade (Paterson framework): **D Lower**
- Manages: none presently





Key Responsibilities

Designing and Managing Data Projects collaboratively in service of strategy and operations

- **Co-conceptualise, prioritise, design, plan and adaptively manage** data projects
- Proactively and collaboratively identifying **opportunities and/or improvements involving data**
- Co-developing and pursuing strategies and tactics to **acquire, clean, analyse and interpret data** (together with other functional teams)
- **Translating and communicating**, as well as **enabling & participating in conversations** about sophisticated data concepts into appropriately accessible language

Conducting & Sustaining High-Quality Data Analyses, Analytics, Modelling, and Algorithms

- Conducting **exploratory data analyses** to identify patterns, relationships, and anomalies etc.
- **Developing, validating, and maintaining advanced data models** (incl. predictive models) and **algorithms**
- Using analyses and models to
 - **Find and/or identify and/or generate and/or test assumptions and inferences**
 - **Ask and answer questions**
 - **Yield insights and enable learning**
- Using **machine learning** for predictive modeling, classification, and clustering

Performing & Developing Professionally

- Delivering consistently **high quality and proactive service**
- Delivering an **affordable and sustainable set of solutions and/or projects on time**
 - Estimating work accurately
- **Ensuring code and delivery meet quality assurance standards** for accuracy and performance
- **Staying up-to-date with industry and/or other relevant practices**, developments, and trends
- Identifying and completing relevant, valuable training and/or certifications as agreed





Person Specification

Qualifications and Experience

- Min. **master's degree or higher qualification in data science, statistics, computer science**, or a related field
- **Min. 5 years' experience in a data science role, incl. min. 2 years in a senior position**
- **Track record of successfully** managing and delivering data-driven projects
- *Advantageous:* fluency in an **African language**

Technical Knowledge & Understanding and/or Skills & Abilities

- Excellence in **quantitative analytics, statistical analyses, modelling** (incl. forecasting & predictive analytics), **multivariate testing & analyses**, and **optimisation algorithms**
 - Strong experience **building models collaboratively**
- Excellence in relevant **programming languages, frameworks, and tools:** e.g., Python, R, SQL
- Experience using **machine learning** (frameworks and libraries) to create AI features
- Using **data visualisation** tools (e.g., Tableau, PowerBI)

General Knowledge & Understanding and/or Skills & Abilities

- Clear **curiosity** and track record of **learning**, including openness to & appetite for feedback
- Strong **drive** to succeed
- Sophisticated **critical thinking, especially about data-related questions**
- Ability to
 - **analyse / decompose** complicated problems in developing solutions
 - **structure** a solution, **model the data, and design & build** appropriate components
 - **scan & synthesize** disparate sources of information
- Excellent **attention to detail**
- Ability to manage **multiple projects** and deadlines and work well under **pressure**
- Excellent professional **communication** skills, incl. communicating (incl. presenting) findings & insights, incl. experience
- Good **interpersonal skills**, incl. **teamwork & collaboration**
- **Strong organisational and time management skills**
 - Ability to work on multiple tasks simultaneously and adhere to tight deadlines
 - Attention to detail and quality of work
- Commitment to **international social justice and education equity**

