19 July 2021

Title:	**Power BI and Data Science Assistant**
Position type:	Contract position
Location:	Online and remote-based

ABALOBI and our approach

ABALOBI (meaning 'traditional fisher' in the South African isiXhosa language) is a non-profit organisation based in South Africa but with a global reach. We work with small-scale fishers through the use of Information and Communication Technologies (ICTs) and capacity building to foster more responsible fisheries management and the realisation of thriving coastal fishing communities. We address inequality, the general lack of fisheries data, safety-at-sea concerns, and limited market access within small-scale fisheries through our unique 'Tech & Touch' approach. Based in Cape Town, South Africa, we operate projects in South Africa, the Comoros and the Seychelles and are scaling our impact globally in 2021.

Our approach to community development and upliftment is expressed through the **ABALOBI** Theory of Change, based on the hypothesis that sustainable development can only take place through fisheries change pathways that integrate ecological, social and economic concerns. Enabling small-scale fishers to record their own catches and visualise their data collectively, coupled with capacity-building, the development of a fully traceable, storied seafood offering, and consistent market access, will empower them to engage in the market from a more equitable position. In turn, this will increase the value of their livelihoods and ultimately catalyse fishers' engagement in adaptive fisheries management and promote thriving, sustainable and equitable small-scale fishing communities.

For more information on the broader ABALOBI programme of work: **www.abalobi.org**

Position description

With this advertisement, we invite suitable candidates to apply for the position of **ABALOBI Power BI and Data Science Assistant**. The purpose of the role is to support the development and implementation of a robust data reporting and visualisation system using Power BI and other data visualisation tools. The incumbent will work closely with the Monitor Product Co-ordinator and Data Warehouse Manager adding capacity to **ABALOBI**'s growing team. The focus is on delivering and producing high-quality and relevant data visualisations to fishers and managers. This includes ensuring data is standardised, analysis is correct and visualised appropriately. The successful candidate will be tasked with visualising the data in such a way that the impact **ABALOBI** has on fishers, monitors and small-scale fishing communities is accurately represented and visually demonstrates our Impact. Furthermore, the routine maintenance and improvement of our visualisations are essential to ensure our local and international partners easily access their data and use our platform.

Key responsibilities and duties

- Visualise data in Power BI reports
- Create visually pleasing graphics and data visualisations
- Work on all current Power BI tasks and projects
- Provide hands-on data support to the team when needed
- Manage the Power BI project space
- Create and analyse specific metrics and key data elements
- Assist the data warehouse manager with everyday tasks and priorities
- Work with product managers to aggregate and analyse specific data metrics
- Provide key, and custom data visualisations on request for reports/presentations or any ad-hoc requests
- Interrogate data and incoming data logs (flagging potential errors, and ensure all incoming logs surface in BI reports)
- Work with media team to collate aesthetically pleasing data graphics

General organisational roles

- Participate in routine remote/online staff meetings and routine meetings
- Promote ABALOBI's values and mission during all stakeholder engagements

Job requirements including essential qualifications and skills

- **Be a problem solver**
- **Be naturally curious and excited by data and its use in identifying and solving potential problems**
- Fluent in English. Afrikaans, IsiXhosa, French or other languages are an added benefit
- Excellent verbal and written communication skills
- Be a logical thinker and work in a structured way
- Ability to work independently
- Minimum 1-3 years experience in data management and data visualisation
- Fluent in Microsoft Power BI
- Experience creating data visualisations
- Power BI DAX proficiency
- SQL proficiency
- Proven track record in managing, accessing and visualising data. Including data import/export and storage
- Excellent computer skills including Google Suite and MS Office as well as digital media skills and implementation of Information Communication Technologies (ICTs) - (Specifically Excel and Google sheets and all other formats: CSV, JSON etc)
- Experience with data warehousing
- Have an eye for detail
- Experience with programs such as Google data studio, Impact Cloud and R studio a plus
- Experience with GIS or mapping features a plus

- Fisheries data knowledge a benefit
- Strong interpersonal skills and ability to relate to and work effectively with individuals from a wide range of backgrounds
- Problem-solving skills and ability to adapt to challenging situations
- Driven, organised and meticulous in their work, with a high capacity to work independently and also in a team environment

Applications will only be accepted via **THIS LINK**. Please provide:
- A detailed **Curriculum Vitae** (including the names, current email addresses and telephone numbers of three relevant references),
- A **cover letter** fully motivating why you should be appointed, and
- A **short two-minute video clip** of yourself outlining your reason for applying.

DEADLINE: Applications close on Monday the 9th of August 2021.

Contract terms and remuneration
- The position will start as soon as possible
- The position will be home-based and the successful applicant will be required to have an adequate work set up
- This is a contract position for 6 months and can be renewed depending on performance
- Remuneration based on experience, note this position is open to all levels of experience
- Based on performance, this position has the potential to become a full-time contracted position.