

Position Vacancy

Data Systems Manager

Location: Remote (home working) or office-based, with preference for candidates able to work from or travel regularly to Blue Ventures' main offices (Antananarivo, Madagascar; Denpasar, Indonesia; or London/Bristol, UK)

Closing date for applications: 24th August 2020

Start date: As soon as possible

Contract duration: 1 year contract with potential to extend

Remuneration: Salary based on experience and location (details available on request)

We rebuild tropical fisheries with coastal communities

Blue Ventures develops locally led approaches to marine management that benefit people and nature alike. By listening and responding to basic needs, we design our models to catalyse and sustain marine conservation, unlocking the potential of coastal communities to manage their resources. We work in places where the ocean is vital to local cultures and economies, and are committed to advancing the rights of small-scale fishers throughout the coastal tropics.

Summary job description

We are seeking a Data Systems Manager to support our team and partners in the development of data collection, management and visualisation systems to guide and improve evidence-based decision making in marine conservation and fisheries management.

Our field teams and the partners and coastal communities that we support gather a wide range of quantitative, qualitative and spatial data. These data empower communities with information to guide decision making in locally led marine conservation and fisheries management, while also enabling us to monitor our impact at local and global scales.

We manage datasets that include information on ecosystem health, fisheries catches, income from fishing and other livelihoods, measures of poverty, human health and wellbeing, and perceptions of marine conservation. Trained colleagues and community

members collect these data using a range of methodologies including both community and expert-led approaches.

These approaches include ecological surveys, participatory mapping, participatory research via focus groups and questionnaires, and desk-based research. Data are recorded using tools such as Microsoft Excel, Google Forms, Google Earth and mobile-based tools such as Open Data Kit and Kobo Toolbox. We use visualisation software such as Tableau, as well as more conventional means, to analyse and present information.

As we have grown as an organisation and reached more communities around the world, our needs for data systems and aggregation have grown in scale and complexity. We are launching an ambitious strategy for the next five years with a central focus on increasing our impact by enabling partner community organisations and civil society groups to use data to drive more effective conservation.

In this highly rewarding role you will be responsible for leading the organisation through a technological upgrade of our data systems, which aims to ensure that we use the best available technology and systems to allow teams and partners to create, upload, store and access their data and results easily and efficiently. Data systems will be built with the future in mind as we seek to scale up our impact, improve transparency in the conservation sector and support communities to overcome data deficiencies and engage in marine conservation throughout the coastal tropics.

The role reports to the Head of Monitoring and Evaluation (M&E), as part of the Evidence and Learning function. It is a full time role that is either home or office based (in any of Blue Ventures' main offices - Antananarivo, Denpasar or Bristol). The role will involve overseas travel to work with field-based teams and partners.

The successful candidate

We are looking for a pragmatic systems thinker, who will bring new ideas and skills to our team, while championing a culture of using data to drive decision making and continuous learning within Blue Ventures.

The successful candidate will be a motivated, proactive and highly organised individual, with an excellent knowledge of data systems and emerging technologies. You will ideally have a proven history of developing user-focused data systems solutions and – specifically – implementing and maintaining large information technology systems that integrate Extract, Transform and Load (ETL) tools. Above all, you will need to demonstrate an aptitude to think creatively about data systems options for low connectivity and low technical literacy contexts, be open to new ideas, and embrace innovation.

We are seeking a team player who thrives in a lively and hard-working mission-driven environment, ready to work across dispersed international teams and to solve problems under tight deadlines. You will have a passion for making data accessible in a way that guides evidence based decision making. Assessment of applications will include candidates' alignment with BV's core values and mission to support human rights-based approaches to marine conservation and fisheries management.

Blue Ventures is a fast-growing and mission-driven social enterprise, offering excellent opportunities for further professional development. The position provides an exciting opportunity to make a substantial contribution to community-based marine conservation at scale.

Job purpose

- Ensure that the organisation uses the best set of technology, software and tools to allow effective data management and analysis (technology stack)
- Develop and maintain integrated data systems
- Oversee data governance and uphold best practices in creating open access systems
- Integrate new technologies into existing data systems and drive improvements in efficiency and effectiveness
- Champion a data-driven culture within the organisation and across our partners

Responsibilities

Building a data system that responds to user needs

- Assessing user needs and defining potential solutions
- Leading the organization through the selection and procurement process
- Defining, documenting and implementing a technology stack for data management across the organisation
- Leading continued assessment of organisational data needs and iterative improvements of data systems integrating new technologies
- Assessing and securing resource needs (financial and human) and ensure delivery of data system to an agreed budget

Data transparency and governance

- Ensuring BV data transitions to an online open-access data system
- Working with the M&E team to upload and maintain data sources
- Developing clear protocols for making data openly accessible
- Ensuring Blue Ventures follows guidance on data sharing and confidentiality best practice

Championing the user experience

- Ensuring that field teams and communities, as the main users of the data systems, are able to access and use data quickly and easily to inform their work and decision making
- Identifying opportunities to improve data system design, workflows and performance to enhance access to data and analytics
- Representing the needs of field team and communities for improved data systems and advocating with senior management for improvements to data systems that seek to serve these needs

Innovation

- Keeping abreast of new technologies and working with the M&E and Digital teams to identify, test and integrate tech solutions where appropriate
- Building and maintaining relationships with in-kind technology donors and partners, and learning from other organisations
- Capitalising on the use of tech volunteer schemes where possible to aid integration of new technologies and provide training

Skills and experience

Required

- Postgraduate/graduate degree (or equivalent) in Computer Science or relevant and proven experience
- Experience in leading data systems needs assessment as well as selection and procurement processes
- Experience in building a technology stack to meet the needs of an organisation including the integration of different data types (quantitative, qualitative, spatial)
- Demonstrable experience of the management of and integration of spatial data
- Fluency in written and spoken English
- Team player with excellent listening and communication skills

Desired

- Previous international organisation/ NGO experience
- Experience in developing data systems for monitoring and evaluation in NGOs
- Experience in providing line/technical management and support to remote colleagues
- Experience in developing and running training workshops
- Experience of Tableau and/or other data visualisation tools and their integration capabilities
- Understanding of the challenges of working in remote locations
- Competency in other languages e.g. Malagasy, French, Spanish, Bahasa Indonesia, Portuguese

Blue Ventures is committed to safeguarding and promoting the welfare of young and vulnerable people and expects all members of staff to share this commitment. We take a zero-tolerance approach to anyone who contravenes our policy. All candidates will be asked questions on safeguarding and child protection.

We are committed to ensuring diversity and gender equality within our organisation and encourage applicants from all sections of the community and offer a range of benefits to encourage a work life balance.

Application process

Applicants should apply online via Blue Ventures website (<https://blueventures.org/about/careers/>) by 24th August 2020.

Please note that applications will be reviewed on a rolling basis and first-round interviews may be conducted with short-listed candidates before the application deadline.

All shortlisted candidates will be contacted within two weeks of the closing date.

Why work with us:

Mission: We operate at the frontline of some of the world's most pressing environmental and social problems, innovating effective and scalable responses with tropical coastal communities. We are recognised as a transformative force in our sector.

Working style: We're a fast-moving social enterprise, quick to embrace and implement promising ideas without bureaucracy.

Autonomy: We expect and support our staff to take a lead in their own work, offering scope for creativity and strategic input.

Professional development: We challenge and support our staff to grow their skills, providing considerable exposure to different work experiences and training opportunities.

Adventure: We offer extensive opportunities for travel, working in diverse environmental and cultural contexts.

Family: We look out for one another as we work closely together in challenging situations, celebrating successes and spurring each other on when the going gets tough.

Values: Our organisational values are central to everything we do:



Communities first

Above all, we listen to community needs, responding in a sensitive and pragmatic way for long lasting benefits.



Passion & belief

Our mission is urgent and critical, we believe that our models work, and we are determined to get the job done.



Valued people & effective teams

We work in diverse and inclusive teams where all members have a voice and influence. We are effective because our work is integrated across teams and projects.



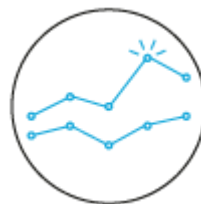
Innovation & courage

We are resourceful and creative. We are prepared to take risks and challenge broken paradigms.



Openness & humility

We are an open source social enterprise. We work in a transparent and collaborative way to pass on what we learn to others who share our vision and passion.



Grounded in evidence

We have high standards and are not afraid to be self critical. If we see something that doesn't work, we change tack until we're on the right course.