



## Vacancy Notice – ES VLC 2024/01

### Open to Internal and External Candidates

Position Title : **Migration Health Data Analyst**  
Duty Station : **Valencia, Spain**  
Classification : **General Service Staff, G7 – Full Time**  
Type of Appointment : **Fixed term, one year with possibility of extension**  
Estimated Start Date : **As soon as possible**

Closing Date : **March 31, 2024**

*Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.*

IOM is committed to a diverse and inclusive work environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

### **Context:**

Under the overall supervision of the Migration Health Informatics (MHI) Manager, functional supervision of the Migration Health Data Analytics Officer and close collaboration with and as member of the the MHI business intelligence, data validation, analysis, and reporting team in Manila, the Migration Health Data Analyst is responsible for contributing to further developing, enhancing and maintaining the migration health data platform, data models, reports, and dashboards for stakeholders -- headquarters, regional health coordination units, field operations and partner organizations. The incumbent shall strengthen the team in its capacity to implement the migration health data warehouse, to become the main source of information for the Migration Health Department (MHD) statistical reporting and publication, operational planning and performance analysis, health profiling and indicators monitoring. The incumbent shall play a major role in providing modern data science and business intelligence (BI), data analysis and presentation tools (dashboards) for use by MHD global reporting, IOM missions, external partners and public audience.

## ***Core Functions / Responsibilities:***

- Develop extract, transform and load (ETL) procedures, mainly using MS SQL and/or MS PowerBI MDX/DAX code, required to generate and periodically update reporting datasources.
- Perform ETL processes required to generate and periodically update the MHD data warehouse content.
- Maintain, expand and build effective data models for PBI using Azure Synapse, SQL Server and other data sources.
- Maintain and build Azure Synapse pipelines using T-SQL procedures derived from the ETL procedures and based on defined data dictionaries and lineages, ensure that the data pipelines and databases are organized, efficient and reliable.
- Participate in tasks related to designing, developing, testing, and implementing a migration health data warehouse, including dimensional data models that address MHD reporting needs.
- Develop MS PowerBI reports and dashboards for use of global, regional, country and other stakeholders to monitor data quality and to report health indicators, measures and statistics.
- Closely work with the statistical and data validation assistants in monitoring and management of validation and reporting databases and dashboards.
- Support MHI team in use of data science, analysis and business intelligence (BI) tools for the generation of advanced, web-based reports and dashboards aimed at operational performance analysis, secondary health data analysis and population group health profile analysis.
- Play a major role in incorporating Jupyter Notebook or similar data science technologies in the MHD data reporting landscape.
- Generate advanced PowerBI reports and dashboards for different audiences, such as MHD management, medical staff, health assessment programme, external partners and the public in general.
- Develop and enhance data presentation tools or applications and integrate these tools into MHD reporting or application platforms.
- Work closely with MHI Manager, Migration Health Data Analyst, and MHI Officer to provide inputs and keep abreast of development in MHI systems used for HAPs reporting, including Mimosa, UKTB, JIMS, LIMS, iHAP, MedStock and other data sources of health assessment programmes.
- Perform any other related duties as may be assigned.

## ***Required Qualifications and Experience***

### **Education**

- University degree in Information Technology, Medical Informatics, Computer Science, Engineering or a related field from an accredited academic institution, with five years of relevant professional experience; or
- Completed high school degree from an accredited academic institution, with seven years of relevant professional experience;  
Certifications related to data science, data engineering and/or BI is preferable.

### **Experience**

- Relevant experience in database, data warehouse and data-driven application architecture design, development and implementation;
- Proven experience in dimensional data modeling, including the design of star schemas and the underlying source data fact and dimension tables;
- Extensive experience in the use of MS SQL Server in writing complex SQL queries and stored procedures involving multiple tables, and creating indexed views to facilitate data manipulation and manage data storage;
- Experience in the use of PowerBI, MDX query, and DAX expressions, in designing, implementing data security and managing reports and dashboards for regular data monitoring;
- Experience in data ingestion, and the creation and handling of data pipelines is required;
- Experience in data science and analysis using R, Python and Jupyter Notebooks is preferred;
- Background in health information management and/or processing or analysis is of advantage;
- Work experience or consulting with government agencies or international health agencies highly desirable and experience as co-investigator for public health or medical research/statistical projects an advantage;

### **Skills**

- Proven skills in Business Intelligence systems and tools, such as MS PowerBI and DAX or Excel PowerPivot, and the development of data-driven applications and data presentation tools;
- Proficiency in T-SQL and building of pipelines using Azure Synapse Analytics;

- Manipulation of data in various formats, reporting from complex databases; knowledge and experience on health care data and indicators, understanding of statistical principles necessary for data analysis would be an advantage;
- Knowledge of statistical principles, methods and software packages and data analysis preferably with a special focus on health and demographics;
- Good analytical and problem-solving skills, as well as effective communication, documentation and independent writing skills.

## **Languages**

IOM's official languages are English, French, and Spanish

**Required:** For this position, fluency in English is required (oral and written).

**Desirable:** Working knowledge of Spanish and/or French is desirable.

## ***Required Competencies***

**VALUES** - All IOM staff members must abide by and demonstrate these five values:

Inclusion and respect for diversity: Respects and promotes individual and cultural differences. Encourages diversity and inclusion.

Integrity and transparency: Maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.

Professionalism: Demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Courage: Demonstrates willingness to take a stand on issues of importance.

Empathy: Shows compassion for others, makes people feel safe, respected and fairly treated.

**CORE COMPETENCIES** - Behavioural indicators – level 2 (IOM's competency framework can be found at this [link](#))

Teamwork: Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

Delivering results: Produces and delivers quality results in a service-oriented and timely manner. Is action oriented and committed to achieving agreed outcomes.

Managing and sharing knowledge: Continuously seeks to learn, share knowledge and innovate.

Accountability: Takes ownership for achieving the Organization's priorities and assumes responsibility for own actions and delegated work.

Communication: Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

## **MANAGERIAL COMPETENCIES**

Leadership: Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.

Empowering others: Creates an enabling environment where staff can contribute their best and develop their potential.

Building Trust: Promotes shared values and creates an atmosphere of trust and honesty.

Strategic thinking and vision: Works strategically to realize the Organization's goals and communicates a clear strategic direction.

Humility: Leads with humility and shows openness to acknowledging own shortcomings.

### **How to apply:**

Interested candidates are invited to send their *CV, Personal History Form (PHF) and cover letter* via email to [HRESAPPLY@iom.int](mailto:HRESAPPLY@iom.int), no later than March 2024, referring to this Vacancy Notice.

For further information, please refer to: <https://spain.iom.int/es/vacantes>

Only shortlisted candidates will be contacted.

### ***Posting period:***

From 13.03.2024 to 31.03.2024