



Vacancy Notice – ES/VLC/2024/06

Open to Internal and External Candidates

Position Title : **Data Engineering Specialist**

Duty Station : **Valencia, Spain**

Classification : **General Service Staff, G6 – Full Time**

Type of Appointment : **Fixed term, one year with possibility of extension**

Estimated Start Date : **As soon as possible**

Closing Date : **August 11, 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:

At IOM (International Organization of Migration) we recognize data as the cornerstone of our service delivery and decision-making processes. We are the premier source of authoritative migration and displacement data, providing essential insights and foresight for action. Our commitment to pioneering data-informed solutions, bolstered by artificial intelligence, is unwavering. With advanced systems and data fluency, we proficiently collect, securely store, analyse, share, and apply disaggregated data and evidence across the mobility continuum. Leveraging AI, we transform this data into predictive insights and operational intelligence. Our rich data repositories and research are the backbone of evidence-based policy and practice, affirming data's pivotal role in the internal decision-making and management of our organization.

Under the overarching guidance of the Chief Data Officer, the Data Engineering Specialist is responsible for constructing and optimizing data warehouses, ensuring reliable data storage, and employing cutting-edge technologies. They manage the data lifecycle, from ETL processes, ensuring the seamless transformation of raw data into actionable insights, to data modelling, which structures data effectively for analysis. The Data Engineering Specialist's expertise in synthesizing complex datasets underpins the organization's strategic analytics and decision-making capabilities, making them a cornerstone of our data-driven infrastructure.

Core Functions / Responsibilities:

- **Data Warehouse & API Development and Maintenance:** Support the development and maintenance of data warehouses and API to provide a structured and reliable repository for organizational data.
- **Data Extraction and Transformation:** Extract, Clean and Transform raw tabular data and unstructured data (chunking & embedding) to prepare it for analytics, models fine-tuning and decision-making. Implementing comprehensive ETL and information retrieval processes that efficiently move and transform data across systems.
- **Prototyping Data Pipelines:** Prototype solutions to test and implement effective data management strategies. This involves developing initial models, executing unit test, and refining the prototypes based on feedback and thorough technical evaluations.
- **Critical Information Needs Identification:** Document and participate in the definition of critical information needs that align engineering efforts with the business's strategic objectives. Engage with business stakeholders to comprehend and prioritize essential data requirements.
- **Data Modelling and Design:** Help structure data optimally for analysis and reporting through adept data modelling, employing sophisticated tools and techniques to develop efficient data systems.
- **Data Quality Management:** Conduct rigorous data quality checks to maintain the accuracy and reliability of our data assets. This includes implementing validation processes and resolving any issues related to data quality to uphold our data standards.
- **Technical Support Provision:** Provide technical support to ensure end-users can effectively access and utilize data; offer guidance, troubleshoot, and resolve technical issues, and advise on best practices for data use and management.
- Provide guidance and training to colleagues.
- Perform other duties as may be assigned.

Required Qualifications and Experience

Education

- Degree in Computer Science, Data Science, Information Technology, or a related field with four years of relevant professional experience, or
- School diploma with six years of relevant professional experience.

- **Certifications and Specializations:** Certifications such as the Microsoft Certified: Azure Data Engineer Associate, Microsoft Certified: Data Analyst Associate and any certifications that focus on data warehousing, big data technologies, and ETL processes would be desirable.

Experience

Candidates must have experience in data engineering, with a proven record of accomplishment in data warehousing, API, and ETL processes..

Skills

- Proficient in data warehousing technologies, Fabrics, Azure, data API and ETL processes.
- Proficiency in Python and data engineering tools (e.g., SQL, Hadoop, Spark).
- Strong problem-solving abilities and analytical skills.
- Excellent communication and stakeholder engagement capabilities.
- Experienced in project management and cross-functional team leadership.
- Adept at data quality assurance and system security practices.

Languages

REQUIRED

For all applicants, fluency in English is required (oral and written).

DESIRABLE

Working knowledge of French and/or Spanish is an advantage.

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.

Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

Only candidates with Spanish nationality or with labour permit to work in Spain will be considered.

How to apply:

Interested candidates are invited to send their applications to HRESAPPLY@iom.int, by **August 11, 2024** at 23:59 (CET - Spanish time), including the following documents:

- a) CV or PHF
- b) Cover letter

The reference code ES/VLC/2024/06 Data Engineering Specialist _ LAST NAME First Name must be clearly indicated in the subject line of the email, otherwise the application will not be received correctly.

For further information, please refer to:

<https://spain.iom.int/es/vacantes>

Only shortlisted candidates will be contacted.

Posting period:

Until August 11, 2024