



Vacancy Notice – ES/VLC/2024/08

Open to Internal and External Candidates

Position Title : **Data Science Specialist**
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 : **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 Science Specialist is instrumental in elevating our data-driven decision-making processes. This role entails the meticulous crafting of reports, precise articulation of business requirements, and the innovative development of Power Apps. With a robust background in data science, the Data Science Specialist excels at developing sophisticated models and conducting advanced analytics, forming the backbone of our analytics capabilities, and contributing significantly to strategic business insights. Their work is vital in transforming raw data into valuable business intelligence, reinforcing the foundation of our analytical endeavours.

Core Functions / Responsibilities:

- **Requirements Gathering:** Collaborate closely with stakeholders to define and document precise business requirements, contributing to aligning project objectives with organisation goals and corporate data governance.
- **Data Science:** Support the development of statistical and machine learning models, applying feature engineering, machine learning, models validation and advanced analytics techniques to extract predictive insights and inform business strategies.
- **Language Model:** Create data set for finetuning, build prompts, generate evaluation metrics, and set up agents' orchestration.
- **Analytics:** Generate insightful notebook reports and dashboards utilizing advanced data visualization tools to inform strategic decision-making.
- **Data Reporting Web Application Development:** Create and implement custom web applications (for instance using Microsoft Power Platforms Tools like Power App, Automate, Dataverse, etc.) that drive efficiency for end users and address specific business challenges.
- **Cross-functional Collaboration:** Engage with various business units to promote data literacy and the adoption of analytics-driven approaches.
- **Technical and Business Communication:** Act as a facilitator between business users and technical teams.
- Provide technical guidance, training and support to colleagues upon request.

Required Qualifications and Experience

Education

- Degree in Computer Science, Data Science, Statistics, Business Analytics, or a related field with four years of relevant professional experience, or
- School diploma with six years of relevant professional experience.
- A master's degree will be an advantage.
- Extensive experience in business analysis with a focus on analytics, reporting and requirements definition.
- Demonstrated experience with data reporting application development and a record of accomplishment of successful project implementations (projects portfolio).
- Proficiency in developing data science models with practical knowledge of machine learning, statistical analysis, and advanced analytics.

Experience

Candidates must have experience in data science with a proven record of accomplishment in requirements gathering end-to-end analytics product delivery.

Skills

- Proficiency in Python, R, ML frameworks (e.g., TensorFlow, PyTorch) and Agents Orchestration (LangChain).
- Expertise in Fabric, Microsoft Power BI, Power Apps, ShinyApp and other analytics and visualization platforms.
- Advanced analytical skills with the ability to process and interpret complex data sets.
- Exceptional communication skills and adept at managing stakeholder relationships.
- Strong background in statistical modelling, data mining and utilizing predictive analytics in a business context.
- Project management prowess and capable of juggling multiple initiatives effectively.

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/2024/08 Data Science 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