



Job Opportunity – Data & Learning Manager

Ongoza

Ongoza (www.ongozayouth.org/) is a Kenyan non-profit that recruits high-potential young social entrepreneurs and provides up-to-two years of highly subsidized, customized weekly business advisory, market linkages, and debt financing to scale their employment and social impact. After 3 months, our entrepreneurs become eligible for low-cost debt financing through our exclusive partnership with our sister company Key Partners, Ltd.

Job Description

Your role is to develop, manage, and implement Ongoza’s learning agenda and data infrastructure to help us make smarter decisions and deliver even better value to entrepreneurs. The Data & Learning Manager will work closely under Ongoza’s Program Manager but collaborate across the organization as the primary person responsible for consolidating Ongoza’s data, doing statistical analysis, developing internal A/B testing procedures, and providing strategic recommendations. You will be Ongoza’s data champion and a core decision-making influencer, responsible for building a culture of data-driven decision-making across the organization.

Roles and Responsibilities

Please note other responsibilities may be required based upon the growth of Ongoza.

Strategic Leadership (15%)

- Relentlessly pursue a vision for Ongoza as a data-driven and evidence-based organization
- Build a culture of both quantitative and qualitative data-driven decision-making across Ongoza, in all departments and at all levels
- Using a hypothesis-driven approach, update existing assumptions and design A/B experiments in close collaboration with all departments
- Build out and provide oversight to a research and learning team as Ongoza grows.
- Compile testimonials and impact reports for external audiences (potential clients, partners, and supporters) that demonstrate Ongoza’s effectiveness

Technical (85%)

- Perform quantitative and qualitative data analysis on a regular and ad hoc basis, understand trends, and provide insights on client behavior and business performance to the senior team
- Enhance data collection procedures to include information relevant for building analytic systems
- Update and improve software solutions to refine data collection
- Implement MIS and dashboards that are simple, intuitive, and provide real-time feedback
- Consolidate and update Ongoza’s evaluation framework, including indicators for client growth and Ongoza’s internal performance
- Develop and implement improved Ongoza baseline, mid-term, and end-term surveys
- Process, clean, and verify the integrity of data used for analysis



- Maintain an up-to-date understanding of best practices in the field through consistent monitoring of Ongoza’s competitors, research conducted into field-wide learning initiatives (including GALI, ANDE) and other relevant management literature
- Support the Ongoza team and clients in measuring progress, learning from joint successes and failures in creative ways that contribute to building a body of knowledge unique to the scaling of youth social enterprise in Kenya

Required Experience

- 3+ years experience in a similar position building data infrastructure, business intelligence, or M&E systems and synthesizing results into strategic recommendations. Private sector experience preferred
- Competency in both quantitative and qualitative data analysis, including effective survey design
- Good scripting and programming skills: familiarity with common data science programming languages (R, Python, etc.) and relevant statistical analysis tools (Stata, SPSS, etc.). Mastery of Excel necessary, data visualization tools a plus
- Good applied statistics skills, such as distributions, statistical testing, regression, etc.
- Experience working with youth and business development services a preference
- Excellent oral and written communication skills in English (Swahili a plus)

About YOU.

- **You love data.** Things just don’t make sense to you unless there is evidence and numbers to go alongside as justification. You love playing with and synthesizing data sets to discover the hidden trends. You get excited about helping others love data too.
- **You are a systems builder.** You are process-oriented and always looking for ways to improve systems to avoid solving the same problem twice. You not only understand how data sets can be organized in the most effective way, but you’re excited about building those structures.
- **You thrive in an entrepreneurial environment.** You are an independent self-starter who flourishes in a changing environment and can manage yourself. You have excellent collaboration, communication, and problem-solving skills.
- **You make things happen.** You have a proven track record of meeting targets on time and within budget. You are creative, solutions-oriented, and willing to put in the time it takes to do a great job. You follow through.
- **Most of all, you believe in our vision and mission – the power of youth-led social businesses to transform Kenya.**

To Apply: Please send an email to hr@ongozayouth.org with the subject line “DLM2017” with your CV and a letter answering the below questions. Interviews on a rolling basis until filled.

- 1) Why Ongoza, and why this position? Why are you the best fit? (*max 300 words*)
- 2) Take the list of bolded bullet points under “About YOU” and under each, tell us what evidence you have that you fulfill this criteria. (*max 300 words*)