

Job Framework

Job Title	Data Analytics Advisor	Cost Centre	Impact and Sustainability: 62269
Location	London, UK	No. of Direct Reports	0 Band:x
Reporting to	Senior Manager of Impact and Sustainability	Budget Responsibilities (Y/N)	N

About Marie Stopes International

Marie Stopes International is a client-focused, results oriented, social enterprise, delivering efficient, effective and sustainable family planning programmes in 37 countries worldwide.

Our **mission** is to ensure the individual's fundamental human right to have **children by choice not chance**, and our **vision** is a **world where every birth is wanted**.

Marie Stopes International operates through a network of service delivery channels (Clinics, Social Franchise, Marie Stopes Ladies and Outreach). This network is complemented by our Commercial Sales operation which provides and supplies medical abortion and emergency contraception and other contraceptive and Sexual Reproductive Health (SRH) products both within and outside our channels.

The Technical Services Department

The Technical Services Department (TSD) is comprised of: service delivery channel leadership, Commercial Sales (development & selling of sexual reproductive health products); marketing to drive social and behavioural change; and research and insights for evidence into action and operational information systems. These teams are charged with developing the global goods and best practices that the International Operations department deploys to help deliver services and programme excellence. These global goods and best practices inform the new business development of the Global Programmes Unit and thought-leadership for the sector.

The Impact and Sustainability Function

The Impact and Sustainability team is a valued strategic source of technical leadership and support in producing, interpreting, and using high quality analysis in order to fulfil MSI's mission. The team is tasked with supporting MSI country programmes to utilise data to generate insights and learnings to improve programme performance. We are also responsible for designing and delivering advanced analytics and tools – such as MSI's cost calculator, Impact 2 model, and productivity dashboards aimed to support strategic decisions – through programs including Excel, Power BI, and InforBI. The team strives towards:

- **Innovation** – we foster an environment where innovative ideas are encouraged and seeing them through to implementation championed.
- **Impact** – ensuring evidence and insights drive scale, quality, and sustainability of MSI programming across all service delivery channels.
- **High quality** – our analysis is methodologically robust, strategic, and evidence is disseminated effectively to improve programme outcomes.
- **Collaborative** – analysis conducted in partnership with country programmes and other external research groups to build analytical capacity and maximise evidence and insight utilisation.

The Role

The Data Analytics Advisor supports country programmes in their efforts to analyse data and use the insights to inform and improve their service delivery to our clients across the globe.

The daily job of a Data Analytics Advisor includes extracting actionable insights from data with statistical analysis, recognising problems and opportunities in the business, proposing new ideas, developing and embedding business intelligence solutions that streamline the generation of insights.

Your sharp and curious mind will focus in identifying and generating best practices to ensure that our programmes reach those in need in most cost efficient way.

You will have the opportunity to routinely showcase your proficiency and innovation to senior management and support them in making evidence based decisions.

Our team is strategically placed to work with all the other teams at MSI. You will be asked to lead across departmental collaboration on important projects that will shape MSI future performance.

Key Responsibilities

1. PROVIDE TECHNICAL SUPPORT TO MSI COUNTRY PROGRAMMES TO ENSURE QUALITY INSIGHTS GENERATION, AGILE DATA USE, AND ADAPTIVE PROGRAMMING ACROSS ALL ASPECTS OF OPERATIONS AND SERVICE DELIVERY (50%)

- **Undertake high quality analysis and generate actionable insights for operations:** This requires developing a deep and wide skillset in using all of MSI's data analytics tools and processes. Continuously strive to identify opportunities to drive the generation of robust insights and evidence on what works in programming. Maximise the use of the routinely available internal data to answer key operational questions. You will support Channel Leads with their channel specific strategy development.
- **Develop analytical dashboards:** Create new – and extend existing – dashboards and reports that synthesize data from multiple sources and information systems. Work with stakeholders to understand their business needs and create reports and visualizations based on business needs. Develop guidance what operational questions do the insights answer and how we can ensure their effective programmatic implementation.
- **Geo-spatial mapping:** You will lead on developing geo-spatial maps of our country programmes, populated with key demographic and service delivery data. This essential work will support programmes to better plan their operations and deliver services in more cost effective manner.
- **Embed data utilisation and analytical tools to support performance management:** Mentor and coach country programme teams to harness the power of MSI data systems to guide strategic decision-making by co-developing, evolving and/or supporting embedding of global tools, including performance dashboards, costing, impact and projection models . Support country teams to collect and use relevant market data from secondary sources such as national surveys or published reports.

2. PRODUCE DATA ANALYSIS AND INSIGHTS TO SUPPORT OPERATIONAL DECISION-MAKING AND BEST PRACTICE (30%)

- **Contribute to technical development of proposals and reporting:** Support the London-based Programme Design and Development and External Relations teams to develop evidence based proposals. Review and make recommendations on business plans, investment proposals and donor reporting.
- **Provide ad hoc support:** Provide ad hoc reporting and analytical support to the Impact and Sustainability team and organisation where necessary.
- **Build expertise to advise organisation** on technical areas such as poverty, value for money, etc

3. COMMUNICATE EVIDENCE AND LEARNING ACROSS THE ORGANISATION AND EXTERNALLY (20%)

- **Contribute to the effective dissemination of MSI's impact** : Produce digestible and impactful evidence products, including digital content (knowledge hubs, newsletters, SharePoint), printed content (evidence briefs, reports) and oral content (presentations at technical meetings, symposia, conferences).
- **Be an ambassador for MSI**: Present the results of your and others' work to donors, government officials, and other key stakeholders to demonstrate the impact of MSI's work, advocate for evidence-based policy changes, and highlight the critical role of evidence in driving effective SRH programming.

Experience (essential/desirable)

Essential

- Minimum of 5 years of professional experience
- Advanced analysis skills using statistical software packages (e.g. STATA or R) and quantitative analysis techniques such as Interrupted Time Series analysis
- Demonstrated ability to build data visualisation tools using Excel, PowerBI and/or other analytical tools
- Proven experience working cross-culturally, providing technical support remotely, and communicating complex subjects succinctly
- Knowledge of financial and costing models

Desirable

- Experience in reproductive healthcare service delivery models and health financing approaches an advantage
- Experience with geospatial analysis, preferably in QGIS
- Conversant in the delivery of high quality SRH clinical services
- Worked in developing countries

Skills

- **Analytical**: highly analytical approach to information gathering and distillation – high level of numeracy and attention to detail with excellent advanced excel skills
- **Highly Strategic**: Able to focus on the strategic big picture, whilst understanding the details that make up strategic choices and investment decisions.
- **Team player**: with highly developed inter personal, negotiation and influencing skills. Ability to forge strong relationships in person and with remotely based colleagues.
- **Excellent organisational skills**: Proven project management experience; able to stick to deadlines and deliver on time and to high standard. Ability to run concurrent work streams simultaneously and switch seamlessly between tasks
- **Effective communicator** in writing and in person, in particular in expressing technical concepts for non-technical teams and providing reassurance & clear recommendations at senior levels.
- Financially and commercial numerate

Qualifications and Training (essential/desirable)

- Masters Degree in statistics, data science, informatics, economics, health sciences, or related discipline *Essential*
- Additional qualification or formal training in PowerBI or other “Big Data” analytical tools, mathematical modelling of healthcare, and geospatial analysis using QGIS (or similar) *Essential*

- Proficiency in French *Desirable*

Personal Attributes

If you're inspired by doing work that directly impacts those most in need, MSI could be a good fit for you. MSI is a fast-paced service delivery organisation. Tangible results are fundamental, and you can directly contribute to them. Our team members often return from the field with incredible stories of the clients we serve and the impact our work has on their lives.

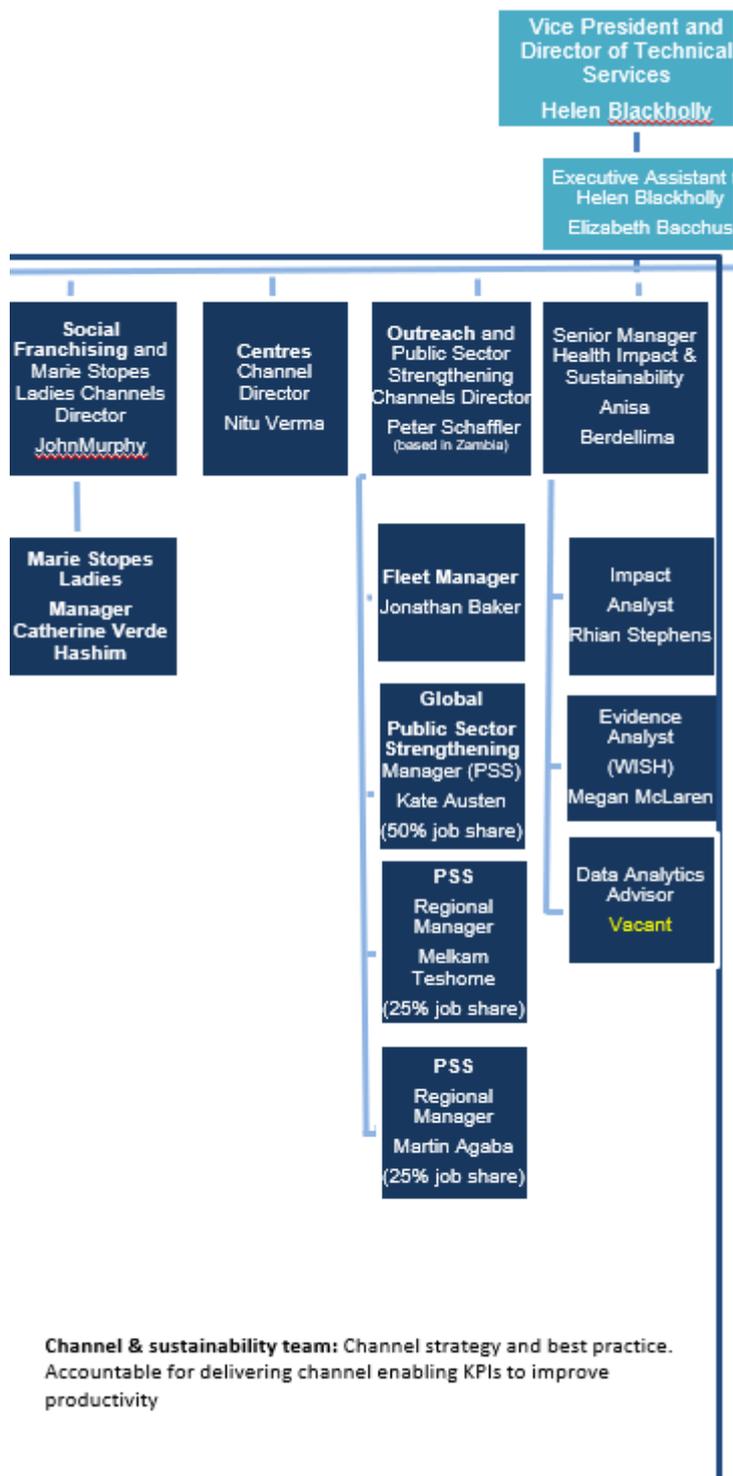
Being a service delivery organisation means we need team members that understand programming; can see, based on the evidence, how to better implement such activities; can put technical points in lay terms; and who can *influence and persuade* programme staff, often under tremendous pressure from donors to deliver services *now*, to invest in changing the way they do things. MSI is fast paced, and we need people who can manage their time well, stay on top of a number of disparate projects across multiple countries, and know when/how to push countries not to pursue certain research activities.

We seek people who have/are:

- Pro-choice. Energetic and enthusiastic about the Marie Stopes mission.
- Highly numerate; able to analyse and critically query complex data
- A fast learner with an ability to pick up how to use new systems
- Self-starter – inquisitive, curious about building on and improving existing processes.
- Excellent attention to detail; methodical and precise
- Flexible can-do attitude works well under pressure, on own initiative and in a team environment
- A good sense of humour, fun to have in the team and unflappable style
- Fearless and enjoy tackling new challenges
- Excellent communication skills both through verbal and written methods, particularly in sharing compelling stories through data, explaining complex ideas simply, and presenting key messages to senior audiences.
- Highly developed skills to influence and persuade: ability to quickly and effectively build relationships with team members and stakeholders at all levels
- Results-oriented
- Responsive to changing priorities and demands

If you fit the above and are easy-going yet concentrated, eager to help, sharp, capable under pressure, and have an eye for detail, we look forward to hearing from you.

Data Analytics Advisor



Channel & sustainability team: Channel strategy and best practice. Accountable for delivering channel enabling KPIs to improve productivity

Please note that this role will be subject to full pre-employment background checks which may include, but are not limited to, employment references, right to work verification, credit check and criminal record check (where appropriate)

MSI Behaviours and Values

Team Member Behaviours

Work as One MSI

- You contribute, use, and share accurate data and evidence to improve understanding, insight and decision-making across MSI, enabling us to maximise our ability to influence others.
- You share relevant knowledge, expertise and resources to strengthen teamwork and prevent duplication of effort.
- You actively work as part of a team, providing support and flexibility to colleagues, demonstrating fairness, understanding and respect for all people and cultures.

Show courage, authenticity and integrity

- You hold yourself accountable for the decisions you make and the behaviours you demonstrate.
- You are courageous in challenging others and taking appropriate managed risks.

Develop and grow

- You seek feedback to enable greater self-awareness and provide the same to others in a way which inspires them to be even more effective.
- You manage your career development including keeping your knowledge and skills up to date.

Deliver excellence, always

- You strive to consistently meet and exceed expectations, putting clients at the centre of everything, and implement smarter, more efficient ways of performing your role.
- You build and maintain effective long-term working relationships with all stakeholders, and are a true MSI ambassador.

Leadership (For Leaders only)

- You inspire individuals and teams, through situational leadership, providing clear direction.
- You seek and provide opportunities which motivate team members, helping to develop skills and potential whilst strengthening our talent and succession pipeline.
- You are aware of emerging developments in our sector, demonstrating strategic insight about our clients and business and encourage this in your team.

You articulate a vision of the future which inspires and excites others

MSI Values

- **Mission driven:** With unwavering commitment, we exist to empower women and men to have children by choice not chance
- **Client centred:** We are passionate about our clients and dedicate our efforts to delivering agreed objectives to the highest possible quality
- **Accountable:** We are accountable for our actions and take responsibility for everything we do to ensure long term sustainability and increased impact.
- **Courageous:** We recruit and nurture talented, passionate and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission