



Position: MEL Data Analyst
Reports To: Director, Monitoring, Evaluation and Learning (MEL)
Location: Remote
Position Type: Full-time

ORGANIZATIONAL PROFILE:

For more than 43 million people, blindness is a daily reality; another 295 million suffer from moderate to severe vision impairment. 90% of these people live in low- and middle-income communities where access to eye care is limited and the challenges for those who can't see are severe. But, there is hope: 80% of this burden is treatable or preventable. For example, 17 million blind people could be cured with a 10-minute cataract surgery. Millions more suffer from corneal blindness, which is often preventable or treatable. At the Cure Blindness Project, we believe avoidable blindness can – and must – be overcome. For more than 25 years, we have worked alongside a capable network of collaborators to help people around the world retain and regain their sight by developing high-quality, cost-effective eye care systems in underserved areas of the world. With the help of partners in more than 25 countries, Cure Blindness Project has provided more than 1.4 million sight-restoring surgeries and screened more than 14.5 million people to provide care and basic treatments. We've trained more than 19,500 eye health professionals, and have established 5 eye hospitals. There is more work left to do, but we can overcome the mountain of global blindness, together.

Cure Blindness Project is expanding its team to meet new challenges, scale its work, and broaden its reach. We are seeking individuals who are passionate about changing lives and want to be a part of a team that works together to reach new heights. We want leaders who can aim high, make things happen, and are invested in building a positive team dynamic to bring the work to life.

VISION: We will be the catalyst to create a world in which no one is needlessly blind.

MISSION: We enable countries to end avoidable blindness by developing high quality, cost-effective eye care systems in underserved areas of the world so everyone everywhere can regain or retain their sight.

SCOPE OF WORK:

The Data Analyst will play a pivotal role in driving data-informed decision-making in the organization. The Data Analyst will be responsible for collating, integrating, analyzing, and visualizing data across all program areas. This role will support program teams, country teams, partners and senior management in tracking key performance indicators (KPIs), identifying trends, correlations, patterns, and generating actionable insights to improve program outcomes, operational and business efficiency.

ESSENTIAL JOB FUNCTIONS:

Data Management and Integration:

- Extract, transform, and load (ETL) data from multiple platforms into organizational databases and visualization platforms
- Maintain and update MEL databases to ensure accuracy, consistency, and completeness of data
- Oversee the design and maintenance of data systems and databases; this includes fixing coding errors and other data-related problems

Data Analysis:

- Serve as the focal point for analyzing all data and impact statistics across the organization
 - Analyze program data to identify trends, correlations, and patterns and generate insights to support program planning, monitoring, evaluation and decision-making
 - Conduct advanced statistical analyses to measure program impact and performance including computing
 - Conduct epidemiological analysis, economic impact analysis and comparative analysis using program data with other population datasets
 - Use statistical tools to interpret data sets, paying particular attention to trends and patterns that could be valuable for internal diagnostic and predictive analytics efforts for the organization
 - Create appropriate documentation that allows internal stakeholders to understand the steps of the data analysis process and automate the analysis if necessary
 - Generate and provide data and evidence for learning and results discussion with program teams, country teams and partners
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Data Visualization and Impact Reporting:

- Design and maintain dynamic data visualizations and dashboards to present organizational KPIs and all program metrics, ensuring data is accessible and understandable
- Manage and maintain real-time global, regional, country and program dashboards and visualizations that tracks and provide insights for program and country teams to optimize intervention strategies
- Prepare comprehensive and user-friendly visualization reports for program teams and senior management
- Provide data summaries and insights to support strategic discussions and decision-making
- Support the systematic dissemination of evidence and results, both internally and externally by making available analyzed data in comprehensible formats
- Centrally monitor and track progress against targets of Annual Workplans and the Strategic plan

Collaboration and Capacity Building:

- Work closely with program teams to understand data needs and requirements. - “What is the question that the end user wants answered through data”
- Train team members on data interpretation, dashboards, and reporting tools
- Provide technical support for data-related queries and challenges
- Discover underlying business needs and questions that require actionable insight to support data driven decisions

Data Quality Assurance & Compliance:

- Establish data quality checks and standard operating procedures (SOPs) for data handling
- Integrate a data quality protocol into the organization’s MEL systems to detect, identify and improve data quality
- Conduct routine Data Quality Assessment (DQA) to assure quality of data and evidence and identify data quality issues for redress by partners

QUALIFICATIONS

To be successful in this role, the individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Bachelor or Master's Degree in Data Science, Statistics, Public Health, or a related field. A Master's degree is preferred. Certification in data analysis or visualization tools (e.g., Tableau Certified Professional, PowerBI, Tableau, SQL, Python, R).

Required Skills/Knowledge/Abilities:

- Proficiency in data analysis tools such as Excel, SPSS, R, Python, or similar software
- Advanced knowledge and skills in data visualization platforms like Tableau, Power BI, or Google Data Studio
- Familiarity with relational databases and query languages such as SQL.
- Strong analytical and problem-solving skills with the ability to collect, organize, analyse, and disseminate significant amounts of information with attention to detail and accuracy
- Ability to interpret and present complex data in a clear and actionable manner
- Ability to develop test cases to monitor data quality
- Excellent written and verbal communication skills in English
- Strong attention to detail and commitment to data accuracy
- Understanding of key health-related KPIs and programmatic indicators
- Experience working with health or development data systems is a plus
- Ability to work collaboratively with multidisciplinary teams in a fast-paced environment
- Ability to understand the end user data requirements and translate accordingly
- Ability to work effectively and diplomatically with a diverse range of internal and external stakeholders including partners, cross functional teams, senior level subject matter experts
- Ability to thrive and adapt in a fast-paced and evolving environment – virtually and in-person

Experience:

- Minimum of 5 years' experience as an analyst in a similar role/level
 - Previous experience in public health programs and development roles preferred
 - Experience in data cleaning, integration, transformation, and visualization
 - Experience in best business practices to achieve good data quality (Completeness, Timeliness, Validity, Relevance, Reliability & Accuracy)
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Additional qualifications include:

- Excitement to join a nonprofit institution poised to expand global operations
- A sense of discretion and a high degree of professionalism is required, ability to maintain confidentiality of highly sensitive information
- Demonstrates a highly professional and cooperative demeanor with supervisors, coworkers and partners
- Strong interpersonal, communication, facilitation, and presentation skills
- Detail oriented and able to efficiently prioritize tasks
- Flexibility to adjust and contribute to continually evolving work situations and changing priorities
- Excellent computer skills and technical aptitude, proficient with Google Workspace, MS Office, other cloud-based software
- Committed to advancing diversity, equity and inclusion
- Committed to high standards and continuous improvement

Physical requirements:

- Prolonged periods of sitting at a desk and working on a computer
- Must be able to lift up to 15 pounds at a time

To Apply

We invite qualified candidates to submit a resume and cover letter. Please send materials via email to: jobs@cureblindness.org

The Cure Blindness Project encourages applications from people of all races, religions, national origins, genders, sexual orientations, gender identities, gender expressions, and ages, as well as veterans and individuals with disabilities.

