



Position Title:	Data Engineer
Reporting to:	Data Insights and Analytics Lead
Team/Department:	Data Insights and Analytics
Location:	Based in any Action Centre. The role may involve international/interstate/regional travel as required.
Hours:	75 hours per fortnight
Grade:	Level 8
Effective Date:	21 June 2021
Position Overview:	<p>As part of the Data Insights and Analytics Team, this key position is responsible for designing, building, and managing the systems and processes which form the foundation of our analytics work, supporting and working alongside Insights Analysts, Database Managers and Data Processing Assistants.</p> <p>In this position you'll also work directly with vendors and internal stakeholders across the organisation as a trusted partner, helping to solve their data integrity and integration challenges.</p>
Main Responsibilities:	<ul style="list-style-type: none">● Create and support systems and processes for managing, capturing, manipulating, and analysing data● Work with internal and external stakeholders to solve difficult data migration, management, and integration challenges● Build data pipelines, automated imports and exports and maintain and oversee work on our existing APIs● Automating batch processing with external data sources, writing and maintaining integration libraries for vendors and custom data models● Lead work within the organisation on Open Source citizenship and actively contribute to projects relevant to current workflows● Automate workflows and look for further opportunities to improve efficiency in our work● Lead work ensuring our pipeline maximises security and privacy and maintain a strong understanding of legal compliance, key management and encryption, as well as advocating for best security practices in projects with multiple stakeholders● Always maintain a high level of data security and privacy● Produce and deliver communications as relevant to the role, using a range of channels and technologies● Perform the role to a high standard within agreed timelines, and in line with Amnesty International Australia's (AI Australia's) vision● Other tasks within your skills and competence as required



**Essential Qualifications,
Skills and Experience:**

- High level communication & interpersonal skills - EI - (written, face to face, telephone, social media)
- Data vision and strategy
- Skills in SQL and strong R experience, with a sound knowledge of the Tidyverse ecosystem, Shiny, and Plumber as well as the performance impacts of various R data structures and algorithms and experience maintaining a system of internal packages. And comfortable using test_that and similar R libraries for unit, integration and functional testing.
- Strong knowledge of the latest data architecture best practices and a track record of making design decisions to drive project sustainability as well as process and computational efficiency
- Experience using functional and object oriented paradigms and a sound knowledge of when to use each
- Experience working with BDD and TDD for in-house product development, ideally where internal team members were users
- Professional experience using linux toolchains remotely as well as maintaining containerised infrastructure, preferably using Docker.
- Experience in identity/access management, and monitoring/messaging throughout the pipeline
- Experience integrating with SOAP APIs at scale and comfortable working with XML data structures, translating nested XML to rectangles and back.
- Experience using version control, preferably Git, and maintains good habits around code maintenance
- Experience with Blackbaud CRM and Blackbaud Internet Solutions preferred
- Ability to explain complex processes and solutions to a range of stakeholders and teach others what you know
- Able to build repeatable and well-documented processes and tools
- Familiarity with human rights issues and social change methods and tactics, including experience of mass mobilisation, activism and organising techniques
- Demonstrated experience in or commitment to working with rights holders

Key Relationships

- Fundraising
- Impact
- Movement
- Operations

How we work:

In meeting the responsibilities set out in this Position Description, all AI Australia staff are expected to:

- Facilitate, empower and enable the active participation of rights holders
- Be a positive advocate for Amnesty and our work, demonstrating our values of Empowerment, Integrity, Persistence and Courage
- Demonstrate emotional intelligence and a commitment to excellence in your interactions with colleagues, supporters, stakeholders and members of the public
- Always act in the interest of members and supporters
- Work with and empower volunteers, activists and members
- Supporting the general on-site functioning of the Action Centres
- Implement the principles of Equal Employment Opportunity and actively contribute to growing a more diverse and inclusive Amnesty
- Understand your Work Health and Safety (WHS) responsibilities and ensure the health, safety and wellbeing of yourself and others at work



- Contribute to the quality and hygiene of organisational data and protect privacy
- Produce and deliver communications that are relevant to the role, using a variety of communications channels and technologies
- Develop understanding of human rights issues and social change methods and tactics, including experience of mass mobilisation, activism, organising, fundraising and campaigning techniques

About Amnesty International Australia

We are an independent, global movement that campaigns courageously for human rights for everyone.

We're ordinary people from all walks of life, using our passion and commitment to bring torturers to justice, change oppressive laws and free people imprisoned just for voicing their opinion.

We're independent of any government, political ideology, economic interest or religion to ensure we can speak out on human rights abuses wherever they occur.

We stand for equality, justice, freedom, and human dignity and uphold these values:

- **Empowerment** – we build people power
- **Persistence** – we are resolute in pursuit of our goals
- **Integrity** – we hold ourselves to the highest standards
- **Courage** – we are fearless in upholding human rights

Every day we move closer to a world where human rights are enjoyed by all.

Acceptance

Name: _____

Signature: _____

Date: _____

