POSITION ANNOUNCEMENT

POSITION: Digital Services Data Lead  OPEN: Immediately
LOCATION: Washington, DC  CLOSE: Until filled
CONTACT: Principal of Digital Services  SALARY: Commensurate with experience

BACKGROUND
UnidosUS, previously known as NCLR (National Council of La Raza), is the nation’s largest Hispanic civil rights and advocacy organization. Through its unique combination of expert research, advocacy, programs, and an Affiliate Network of nearly 300 community-based organizations across the United States and Puerto Rico, UnidosUS simultaneously challenges the social, economic, and political barriers that affect Latinos at the national and local levels. For more than 50 years, UnidosUS has united communities and different groups seeking common ground through collaboration, and that share a desire to make our community stronger. For more information on UnidosUS, visit www.unidosus.org or follow us on Facebook, Instagram, and Twitter.

SUMMARY
UnidosUS’s program growth, efficiency, and impact are tied to its ability to leverage and apply technology-based solutions, a central element in “scaling” and other strategic impact goals. In the current environment, UnidosUS and its Affiliates must adapt even more quickly than anticipated, since the pandemic requires most of our work and our program delivery to occur remotely. As a result, we are deepening efforts to support technology capacity building internally and with Affiliates. To drive this work, UnidosUS is establishing a Digital Services Data Lead, a new role, to support the development of digital services portfolio. One of the priorities that has been identified is making data an organizational, strategic, long-term asset rather than a siloed, tactical, immediate cost. This work will help to translate how technology cuts across and is core to advancing our mission.

The Digital Services Data Lead is critical to ensure the success of this initiative. Their primary role will be to advise and assist in the implementation of a data lake and data warehouse hybrid infrastructure. They will act as an internal consultant to bridge the gap between the technical and business sides. They will work with the program and policy teams to identify data sources, define metadata tags, and help to ensure that data is cleansed and validated appropriately.
They will help define the requirements for data products created from the data lake, as well as come up with new ideas for more complex visualizations and analytics. The ideal candidate is a self-starter with an entrepreneurial mindset and the drive to get things done with minimal supervision, combined with the humility to recognize that the most technically correct solution may not be the most appropriate solution to address a particular challenge.

UnidosUS offers a collaborative, team-based environment that fosters a culture of ideas and debate. We approach our work from multiple perspectives and methods, understanding both the specific issues and their larger interrelated systems. This position will be a part of the new Digital Services team and will report directly to the Principal, Digital Services. The position will be based in Washington, DC.

RESPONSIBILITIES

- Work collaboratively with the Principal of Digital Services to come up with a short- and long-term data strategy and implementation plan.
- Proactively work with program and policy teams to determine available data sources and priorities for ingesting into the data lake.
- Come up with organizational wide ontologies and tagging strategies.
- Work to ensure that the data infrastructure being built is solving relevant business problems.
- Collaborate in the design and architecture of the UnidosUS organizational data infrastructure, in particular the data warehouse data model used on top of the raw data lake.
- Develop strong collaborative work relationships with program and policy staff to identify opportunities for data tools and products.
- Help build UnidosUS’s overall data sophistication and internal capacity by mentoring and training staff in data approaches and tools.
- Assist with training and communicating technical topics to technical and non-technical audiences.
- Collaborate with our partner and Affiliate networks on multi-dimensional data products.
- Provide a sounding board for turning ideas into practical plans.
- Act as a trusted technical advisor for UnidosUS and translator for vendors.
- Advise on buy vs. build approaches to our data infrastructure.
- Network with other nonprofit and industry technical experts to position UnidosUS as a leader in technical innovation in the nonprofit world.
- Complete other tasks as assigned.

QUALIFICATIONS

- Bachelor’s or master’s degree in data science, library science, statistics, and or journalism or equivalent work experience.
- Minimum of five (5) years plus of relevant experience with data modeling or data
architecture, or data governance required.

- Related experience with data environment supporting a centralized organization having to work closely with local affiliates.
- Experience gathering requirements for data products.
- In-depth experience with integrating data from different sources.
- Familiarity with data lake and data warehouse tools and concepts (e.g., Snowflake, Delta Lake/Databricks, AI/ML star schema, denormalization strategies, etc).
- Demonstrated experience with data modeling and dealing with and improving data quality.
- Familiarity with data manipulation and data cleansing tools.
- Familiarity with data querying and analytics languages (e.g., SQL, R, Python, Perl, etc).
- Advanced proficiency with Microsoft Office Suite more specifically, Office 365.
- Steadfast commitment to UnidosUS mission, vision, and values of Excellence, Accountability, Respeto.
- Commitment to U.S. Latino community, Latino non-profit organizations, and the Latino market.
- Demonstrated experience working in non-profits, community-based organizations, and diverse communities.
- Ability to influence stakeholders and other cross-functional groups to bring in scalable and efficient solutions.
- Excellent communication skills, both oral and written with the ability to convey technical aspects to non-technical stakeholders.
- Commitment to excellence and high standards.
- Demonstrated commitment to a user-centric focus in the development of tech strategies and support services.
- Ability to work independently and as a member of various teams and committees.
- Acute attention to detail.
- Bilingual (English/Spanish) skills a plus.

Employment with UnidosUS is contingent upon successful completion of a background screen.
Please note: Only those applicants who submit a cover letter and resume will be considered for this opportunity.

SEND COVER LETTER AND RÉSUMÉ TO:

UnidosUS
hrmail@unidosus.org
Subject Line: Digital Services Data Lead
Attn: Principal of Digital Services
No phone calls please!

EQUAL OPPORTUNITY EMPLOYER. All qualified applicants will receive consideration without regard to race, color, national origin, marital status, religion, gender, age, disability, sexual orientation, gender identity or expression, personal appearance, family responsibilities, political affiliation, or enrollment in a college, university, technical school, or adult education.