



Transforming natural resource management  
Empowering communities  
Transformer la gestion des ressources naturelles  
Renforcer le pouvoir d'agir des communautés



## Sustainability and Data Analyst, Bloom by IMPACT

### Contract details:

- Independent contractor with deliverable-based contract
- Equivalent to approximately 30% full time
- 12-month contract, with possibility of renewal

**Location:** Open to international contractors working remotely

**Language:** English/French bilingual essential

**Travel:** Contractor is expected to have travel experience in Africa and be willing to travel two or three times per year to workshops and meetings held in cities on the continent

**Closing date:** April 30, 2025

**Expected start date:** May 2025

### Overview

IMPACT's social enterprise, Knowledge for Impact, is looking for a talented Sustainability & Data Analyst to develop analytics to help evaluate, monitor, measure and achieve users' sustainability goals. Users range from the private sector to civil society organizations, government, donors, regulatory bodies and small producers and traders of mining and agricultural commodities.

This person will play a key role in developing and deploying impact and sustainability frameworks, systems, and tools to measure and report progress toward industry standards/social impact goals. If you are skilled in results-based management, data analysis and visualization and passionate about making a positive difference on social sustainability issues, we encourage you to apply.

### About Knowledge for Impact

Knowledge for Impact is a social enterprise established by the non-profit IMPACT to support partners to confidently know what type of lasting change they are making on the ground. At the same time, it empowers local actors in the supply chain to own their data and claim its value to advance development, peace, and equality.

Knowledge for Impact deploys IMPACT's field-tested approaches to supply chain transparency in the natural resource sector, with deep expertise in monitoring and evaluation, supported by advanced and relevant technology adapted to local contexts. It develops innovative solutions with local partners to support transparency and enable artisanal producers and their communities to benefit from the value of the data they provide.

One of the offerings from Knowledge for Impact is Bloom by IMPACT, an out-of-the box monitoring and evaluation tool that empowers users to understand how supply chains affect communities.



Knowledge for Impact is headquartered in Ottawa, Canada and deploying its digital solutions globally including throughout Africa and Latin America.

Learn more about Knowledge for Impact: <https://impacttransform.org/en/knowledge-for-impact/> and Bloom by IMPACT: <https://www.bloombyimpact.com/>

### **Primary Responsibilities**

- Develop and deploy strategies to measure progress towards social sustainability impact areas, including living income, living wage, gender empowerment and human rights
- Champion the use of data through the development of reports and tools for various partners
- Support partners including companies, civil society, and government stakeholders in the use of tools, reports, and their data analysis through training and presentations
- Build dashboards that visually demonstrate progress towards social sustainability goals using tools like Tableau/PowerBI
- Provide technical leadership by extracting data for analysis, seek out answers related to business problems and look for opportunities to automate processes related to our social sustainability goals
- Develop processes, systems, and analysis to estimate the cost impacts of social sustainability goals achievement, and to score products on sustainability metrics
- Serve as day-to-day partner for social sustainability KPI measurement
- Collaborate multi-functionally to unlock areas of intersection / interdependency as it relates to sustainability so we can "connect the dots" across social and environmental impact areas

### **Required Qualifications & Skills**

Candidates are asked to clearly demonstrate in their applications how they meet the requirements of the position.

#### ***Essential qualifications, expertise, and skills:***

- Minimum 5 years of experience in a highly quantitative data analytical role, either in international development, business analytics or, ideally, sustainability
- Experience in project management and effective teamwork ideally in multi-discipline, multi-functional, multi-cultural environments operating towards demanding technical targets and deadlines
- Demonstrated ability to work directly with other organizational disciplines, particularly non-technical, to deliver solutions
- Appreciated understanding of the external landscape of sustainability data sources for corporate reporting
- Demonstrated influencing and communication skills: ability to communicate complex scientific information and rationales on sustainability to individuals from other disciplines and to non-technical individuals
- Self-motivated and able to perform assigned duties independently without direct supervision, as most interaction, including interaction with the direct manager is likely to be remote
- Ability to tell the story in data, and simplify complex analytics into recommendations that are easily understood and executable



- Ability to communicate clearly and effectively with individuals and teams (both small and large, technical and non-technical)
- Excellent organizational skills
- Familiarity with working in-or with-large matrixed organizations/companies
- Teammate with a track record of building strong working relationships
- Ability to balance shifting priorities to manage and deliver complex projects on time
- Very comfortable with Excel and ideally have experience with data visualization tools such as Tableau or Power BI and Metabase.
- Fluency in English is essential and strong verbal French language skills

### **To Apply**

Send the following information by email to [jobs@impacttransform.org](mailto:jobs@impacttransform.org) :

- A **cover letter** explaining your interest in the position and **your daily rate**
- Your **curriculum vitae**

**In the subject of the email, please state:** the position you are applying for and your name.

We thank all candidates but only those selected for an interview will be contacted. Due to the volume of applications received, we ask that you do not follow up on your application.

*Failure to comply with the elements requested above will automatically lead to the rejection of the application. Knowledge for Impact operates a ZERO tolerance policy on sexual exploitation, abuse and harassment.*

