

## IMPACT Regional Data/GIS Specialist Lake Chad in Nigeria

(Reference: 21/NGA/RGISDS)

### BACKGROUND ON IMPACT AND REACH

IMPACT Initiatives is a humanitarian NGO, based in Geneva, Switzerland. The organization manages several initiatives, including the REACH Initiative. The IMPACT team comprises specialists in data collection, management and analysis and GIS. IMPACT was launched at the initiative of ACTED, an international NGO whose headquarter is based in Paris and is present in thirty countries. The two organizations have a strong complementarity formalized in a global partnership, enabling IMPACT to benefit from ACTED's operational support on its fields of intervention.

**We are currently looking for a REACH GIS Specialist to support our PANDA team in Nigeria.**

**Department:** IMPACT  
**Position:** **Regional Data/GIS Specialist**  
**Supervisor:** IMPACT Senior Research Manager  
**Location:** Abuja, Nigeria  
**Starting Date:** ASAP

### COUNTRY PROFILE

Since May 2013, the Boko Haram insurgency in Northern Nigeria has destroyed infrastructure, provoked dramatic livelihoods erosion and triggered the displacement of over 2 million people, out of which 1.4 million people are in Borno State. The humanitarian situation of internally displaced persons (IDPs) is critical. Following years of conflict, the majority of the state's rural areas are empty. Much of the population has fled to the relative safety of Maiduguri, capital of Borno State, or other Local Government Area (LGA) capitals. In the IDP camps of Maiduguri and other enclaved LGA capitals, large portions of the population are extremely vulnerable and in need of immediate humanitarian support. While some areas have recently experienced returns in proximity of main roads, the population from many LGAs is likely to remain displaced for the medium term, lacking security, shelter and livelihoods in their villages of origin. When returns are made possible, it will be essential to support returnees in rebuilding their homes, which are in many cases completely destroyed, and resuming their productive lives and livelihoods.

Since April 2017, IMPACT's REACH Initiative has been deployed to Nigeria to help meeting the information needs of humanitarian actors operating in the State and build a better understanding of the needs of conflict affected populations. Supported by EU humanitarian aid and in coordination with different humanitarian actors, REACH is carrying out the following activities:

- **Assessing IDPs' movement intentions:** IMPACT's REACH Initiative is assessing IDP intentions to return to their area of origin, move to a new location, or settle permanently in their current location in Borno State, while also looking into factors that are likely to influence IDPs' decision to move, such as their current living conditions, separation from family members and access to information on their preferred future location. The assessment will help anticipate internal displacement flows and understand IDPs' current needs, vulnerabilities, coping mechanisms, as well as future challenges.
- **Camp infrastructure mapping:** IMPACT's REACH Initiative is collecting information on formal IDP

camps in Borno State to support site planning and the effective distribution of humanitarian assistance.

- Rapid assessments of informal IDP camps: IMPACT's REACH Initiative is profiling informal IDP camps in Maiduguri, Borno State, in order to better understand displacement dynamics of these IDP populations, while in parallel identifying common community services used by IDPs and barriers in accessing critical services.
- Cash Working Group support: IMPACT's REACH Initiative has conducted research to support the implementation of cash programming across Borno State in close coordination with the CWG

## RESPONSIBILITIES

In coordination with the IMPACT Senior Research Manager, the DATA/GIS Specialist is responsible for (1) the management of GIS-related functions in the IMPACT research cycles, (2) for the management of the DATA/GIS team, as well as supporting (3) external relations and (4) the development and implementation of IMPACT strategy in the Lake Chad region. More specifically:

### 1. Management of DATA/GIS functions within Research Cycles

#### *1.1 Assessment Preparation and Planning:*

- In coordination with the assessment manager/focal point(s), ensuring that assessments are planned in line with project and program objectives and with IMPACT's research cycle and other relevant guidelines;
- Identification of available GIS data to inform secondary data review, in coordination with the assessment team;
- For each assessment, ensure contribution to and review of draft ToRs with a specific focus on the analysis plan, and related mapping, as well as data management plan;
- In coordination with Assessment team, co-construct qualitative and quantitative data collection tools, ensuring DATA/GIS requirements of research cycle/assessment are met;
- Develop geo-spatial analysis of assessment areas to be used, as relevant, in developing daily assessment plans, field movement plans and accompanying operational maps for field teams;
- In coordination with relevant assessment officer(s), support construction of quantitative sample;

- Keep track of progress and delays of all GIS and relevant data- and information-management tasks throughout the research cycle. Ensure that delays or identified problems are reported by writing and orally in a timely manner.

## *1.2 Data Collection*

- When relevant, ensure that support is provided by the DATA/GIS team for the identification and training of enumerators for primary data collection;
- When relevant, ensure that support is provided by DATA/GIS teams in overseeing data collection, in line with agreed TORs (including their Annexes), including spatial verification and validation as part of daily assessment checks;
- Ensure that collected data is geo-referenced, enabling the production of maps and related products;
- In coordination with the assessment team, ensure that all changes in data collection that lead to a modification in the agreed TORs are documented; and that the IMPACT Senior Research Manager and IMPACT HQ are informed and agree on the modifications.

## *1.3 Data Management & Analysis*

- Ensure that all collected data is stored in line with IMPACT's Data Management Guidelines, and with the ToRs (data management plan Annex);
- Facilitate data cleaning and analysis automation process for the ongoing long term projects / assessments. Providing technical guidelines and capacity building support to the team on the automated systems and workflows.
- Ensure that data is revised and cleaned, and that all revisions are recorded;
- Ensure spatial analysis conducted on collected data as per ToRs;
- Ensure that data and its spatial analysis are validated by IMPACT HQ before product drafting stage;
- Ensure that data and its analysis do not contain personal information and are validated by IMPACT HQ before sharing to external parties;
- Ensure the quality and accuracy of technical information provided as well as the confidentiality and protection of collected information.
- Ensure regular update and maintenance of IMPACT Nigeria Web products

## *1.4 DATA/GIS Products (including maps and web-products)*

- Ensure accurate linkages between spatial databases and assessment data;
- Ensures that the produced maps meet the requirements of IMPACT and concerned partners;
- Ensure regular communication maintained with IMPACT HQ on progress and deadlines for DATA/GIS products;
- Ensure the drafting of timely and accurate DATA/GIS products, which comply with IMPACT's guidelines;
- Review all products before they are sent to IMPACT HQ for validation;
- Ensure that all DATA/GIS products are validated by IMPACT HQ before external release;
- When relevant, in close coordination with IMPACT HQ, ensure regular maintenance and update of web DATA/GIS products;

- In coordination with the IMPACT Country Focal Point, manage the identification of satellite imagery and analysis needs in country X, and liaise with IMPACT HQ on the procurement of UNOSAT services and satellite imagery.

### *1.5 Product dissemination and evaluation*

- In coordination with IMPACT's Country Focal Point, promote the dissemination of DATA/GIS products in line with IMPACT Guidelines and Research ToRs;
- Ensure the strictest confidentiality of data and data processes. He/she will actively take measures to prevent the unauthorized sharing of information and data;
- In coordination with IMPACT HQ, ensure that DATA/GIS products are uploaded in relevant data portals, as specified in Research ToRs;
- In coordination with IMPACT's Country Focal Point and with the assessment team, ensure that lessons learned are gathered and documented at the end of each research cycle.

## **2. Management of DATA/GIS Team**

- Conduct regular meeting with all international and senior national DATA/GIS Team members to assess progress in all research cycles and to review work plan;
- Bilateral management of international and senior national DATA/GIS team members, including (in consultation with IMPACT country focal point) the conduct of appraisals, as well as participation in staff career management;
- In coordination with Senior Research Manager, conduct induction for new staff members, including training in basic DATA/GIS, data and IM competencies;
- Support to Senior Research Manager in the development and implementation of capacity training plans for DATA/GIS team members;
- Be available to provide regular support and technical backstopping;
- When relevant, support Senior Research Manager in staff appraisal and recruitment process.

## **3. External relations**

- Under the coordination of the IMPACT Senior Research Manager, ensure that relevant partners are consulted and involved in the preparation of DATA/GIS products;
- In coordination with the IMPACT Senior Research Manager, engage in relevant technical fora in country (e.g. IM/DATA/GIS working groups);
- In support of the IMPACT Senior Research Manager, engage with other organizations engaged with the maintenance of spatial data in country, ensuring IMPACT Geodatabases are up-to-date and in line with Common Operational Datasets (CODs) and Fundamental Operational Datasets (FODs)
- In coordination with the IMPACT Senior Research Manager, support the presentation of DATA/GIS products to relevant third parties, to enhance their use and impact;
- Ensure that external communications with technical DATA/GIS/IM partners and key stakeholders, including relevant UN agencies, local and national government, and NGOs has been conducted and documented as appropriate;

**4. Strategy Development and Implementation.** The DATA/GIS Specialist will participate and actively contribute to the development of the IMPACT strategy in Nigeria, in support to the Senior Research Manager. In particular s/he will support in identifying and concretising:

- DATA/GIS gaps in country
- Synergies with other DATA/GIS and IM actors
- Dissemination strategies to strengthen the impact of our DATA/GIS and IM work
- Support in the preparation and follow up of country level internal strategic workshops and plans
- Engagement with IMPACT HQ in global level DATA/GIS priorities

## 5. Others

- Other tasks as requested by supervisors.

## Key performance indicators

- Ensure compliance with relevant DATA/GIS guidelines
  - Mapping guidelines are systematically followed, in particular:
    - Map templates consistently used
    - Map validation process respected
- Ensure adherence to research cycle TOR
  - DATA/GIS products support the research as designed and align to the analysis plan envisioned
  - Data is handled according to the arrangements specified in the data management plan
- Ensure internal communication protocols followed
  - Regular communication is maintained with IMPACT HQ on progress and deadlines for DATA/GIS products
  - Problems related to specific assessments are reported by writing and orally in a timely manner
- Ensure maps produced and data analysed in a timely and accurate manner
  - Average number of days between end of data collection and internal product validation
  - Number of key automation scripts/apps for data cleaning and analysis process, fast-tracking output production.
  - Total number of maps receiving final validation
- Human Resource management
  - Retention rate among supervised national and international staff
  - Progression in performance of supervised staff

## 6. Confidentiality and Data Protection

The DATA/GIS Specialist will maintain the strictest confidentiality on all data collected and related processes. He/she will actively take measures to prevent the unauthorized sharing of any information and data belonging to IMPACT and its partners, or collected during his/her assignment with IMPACT.

## ACCOUNTABILITY TO COMMUNITIES AND BENEFICIARIES

The staff member is responsible for ensuring that all relations with the communities REACH and partners work are conducted in a respectful and consultative manner. Due attention must be paid to ensuring that communities are adequately consulted and informed about REACH programme objectives, activities, beneficiary selection criteria, and methodologies. This is the responsibility of every REACH staff member.

## REQUIREMENTS

- Degree in DATA/GIS or a related discipline (Geography, Geomatics, Environmental Engineering, Environmental Sciences)
- 3 years of experience in DATA/GIS / Database management, preferably in humanitarian context;
- Previous experience with mobile data collection (ODK, ONA, KOBO);
- Knowledge of the Adobe Suite, particularly Illustrator and InDesign;
- Knowledge of remote sensing analysis a plus
- Experience analysing complex data with R or Python a plus
- Excellent team management skills;
- Ability to operate in a cross-cultural environment requiring flexibility;
- Familiarity with the aid system, and understanding of donor and governmental requirements;
- Prior knowledge of the region an asset;
- Fluency in English required;
- Ability to operate Microsoft Word, Excel and Project Management Software;

## CONDITIONS

- Salary defined by the IMPACT salary grid; educational level, expertise, hardship, security, and performance are considered for pay bonus
- Additional monthly living allowance
- Free food and lodging provided at the organisation's guesthouse/or housing allowance (depending on contract length and country of assignment)
- Transportation costs covered, including additional return ticket + luggage allowance
- Provision of medical, life, and repatriation insurance + retirement package