

## TERMS OF REFERENCE

### SDO

Reference: 26|ETH|SDO01

#### BACKGROUND ON IMPACT AND REACH

REACH was born in 2010 as a joint initiative of two International NGOs ([IMPACT Initiatives](#) and [ACTED](#)) and the United Nations Operational Satellite Applications Programme ([UNOSAT](#)). REACH's **purpose** is to promote and facilitate the development of information products that enhance the humanitarian community's decision making and planning capacity for emergency, reconstruction and development contexts. REACH facilitates information management for aid actors through three complementary services: (a) need and situation assessments facilitated by REACH teams; (b) situation analysis using satellite imagery; (c) provision of related database and (web)-mapping facilities and expertise.

IMPACT Initiatives is a humanitarian NGO, based in Geneva, Switzerland. The organisation 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 Senior Data Officer to support our team in Ethiopia.**

**Position:** Sn. Data Officer  
**Contract duration:** 6 months with possibility of extension  
**Location:** Kampala/Remote with possible travel to Addis  
**Starting Date:** June 1<sup>st</sup>, 2026

#### COUNTRY PROFILE

Since 2018, Ethiopia has witnessed an escalation in unrest including large-scale displacement, killings, and destruction of property following domestic political changes. Such unrest has exacerbated the impact of climate-related crises, including the most devastating desert locust infestation in 25 years, which has damaged crops and fostered food insecurity. Then in November 2020, conflict erupted in the Tigray region, displacing many Ethiopians, and contributing to an millions of additional people needing assistance in Amhara, Afar and Tigray regions. In August 2023, conflict in Amhara resulted in a state of emergency declaration and restricted movement for citizens across the region. All these events have severely disrupted livelihoods, affected the availability of staple market commodities, and threatened to sharply escalate humanitarian need for vulnerable populations across the country. Currently, the Ethiopia response is active in all 14 regions, addressing the needs of nearly 20 million people in need, with over 4 million people internally displaced.

#### JOB PROFILE

The Sn. Data Officer position is based in Kampala/remote, with possible travel to Addis. This role is fully dedicated to Ethiopia mission projects, providing technical support for each unit in Ethiopia: Sectoral Unit, Intersectoral Unit, and PANDA Team. Under the supervision and direct responsibility of the Data Specialist, the Senior Data Officer will support the production of information products, including dashboards, and provide supervision to national data team members.

He/she will work with assessment teams and RMs to develop outputs and analysis for relevant cycles. He/she ensures regular communication with IMPACT research/data teams, which he/she coordinates within the framework of mission projects. He/she ensures efficient communication with his/her direct manager and with IMPACT headquarters. He/she is also responsible for developing and implementing an ongoing capacity-

building programme for country level data team members and (where appropriate) providing training. He/she will mentor data staff involved in regional projects on technical aspects.

During his/her assignment, the Sn. Data Officer will be hosted by ACTED, IMPACT's global partner, and will be under the responsibility of his/her delegates for all administrative, security, logistics and financial matters. He/she will therefore have to fully comply with ACTED's rules and regulations regarding security, human resources, administration, logistics and finance.

## RESPONSIBILITIES

- Estimate the research cycle deadlines and the resources required to implement the regional research cycle. Ensure that deadlines are met and that risks are properly managed, by identifying appropriate solutions in close coordination with the manager.
- Support assessment teams in the design and implementation of methodologies, tools, sampling, data cleaning and analysis, process automation via R, STATA (or similar), information processing (in developing innovative systems), in close collaboration with country teams (where applicable).
- Review regional and country level information products and results dissemination strategy, in order to maximize the impact of projects, in accordance with IMPACT research standards and in close coordination with the direct manager.
- Provide support in improving data quality and monitoring at country level. This includes (but is not exclusive to): supporting teams to resolve discrepancies and ensure their regular updating of geospatial data; training teams to ensure that collected data is geo referenced; support the development of management and analysis systems; support the quality of data and technical information at all stages of research & the involvement of country teams in this regard when requested by country teams;
- Support assessment teams in the design and implementation of methodologies, tools, sampling, data cleaning and analysis, information processing (in developing innovative systems), in close collaboration with country teams (where applicable)
- Support and assist country data teams in data analysis, in the creation of tools and training accordingly.

## DELIVERABLES

- Participate in weekly data team meetings (and lead them when required), track progress, and ensure all tasks are advancing according to agreed timelines.
- Provide technical guidance to data officers on cleaning, analysis, and troubleshooting when required.
- Regularly liaise with project focal points and RMs to monitor deadlines, anticipate delays, and ensure cycles remain on track.
- Conduct internal validation of all research cycles, including review of sampling, cleaning and analysis outputs, to ensure alignment with IMPACT/HQ guidelines
- Ensure regular maintenance of all mission dashboards (Power BI and Shiny) and contribute to the design and development of new dashboards when required.

## REQUIREMENTS

- At least 3 years of relevant professional experience.
- Fluency in English is required.
- Excellent communication and data visualization skills.
- Strong skills in R, and data cleaning/analysis workflows.
- Proven skills in Power BI and Shiny operating systems.
- Ability to multitask, at times in tight deadlines, over many research cycles.
- Strong ability to work independently in support of colleagues and partners.
- Ability to work in an intercultural environment.
- Previous experience in the region is highly preferred

## COMPENSATION & BENEFITS

- For this position, salary between 2'580 CHF and 2'640 CHF monthly (before income tax), etc as well as a monthly living allowance of 300 USD NB - IMPACT salaries are strictly determined by our salary grid depending on the grade of the position and the level of education of staff. A location-dependent security and/or isolation adjustment is then applied as a recognition that some staff are required to work in difficult places where living and working conditions are much more difficult than elsewhere.
- Accommodation and food provided in the guesthouse.
- Enrolment in Swiss private pension fund (Swisslife – approx. 9.975% of staff gross salary), health insurance, life insurance and repatriation assistance.
- Flight tickets every 6 months & visa fees covered (in-country travel costs and professional expenses are fully covered).
- Contribution to the luggage transportation: between 20 and 100 kgs, depending on the length of the contract (+ luggage and personal property insurance)
- Annual leave of 36 days per year. Public holidays of the country of assignment. Family/compassionate leave when applicable.
- Predeparture induction - 3 days at IMPACT Initiatives's HQ in Geneva + one week pre-departure training in ACTED HQ in Paris, including a 4-days in situ security training;
- IMPACT prioritizes the psychological safety of its staff and the health insurance provided covers, among others, up to 1000 € per year of psychosocial counselling fees.

