

## KEY FACTS

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<b>Application closing date:</b>	6 May 2021 (though we will shortlist and interview as applications are submitted and may appoint and close the vacancy before the closing date)
<b>Start date:</b>	Immediately /As soon as possible
<b>Reports to:</b>	Data Scientist
<b>Contract:</b>	Fixed-term contract (ending 31 December 2021)
<b>Hours:</b>	100% FTE (37.5 hours per week) – will consider 80% (30 hours a week)
<b>Salary:</b>	Based on a full-time employee salary of £33,825 or £36,900 per annum, depending on skills and experience. Subject to legalities, for locations where Tax Justice Network is unable to engage as an employee a self-employed contractor rate will be agreed based on above + 30%.
<b>Location:</b>	Any location

## ORGANISATION

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The [Tax Justice Network](#) is an independent international network, launched in 2003. It is dedicated to high-level research, analysis and advocacy in the area of international tax and financial regulation, including the role of tax havens. We map, analyse and explain the harmful impacts of tax evasion, tax avoidance and tax competition, and support the engagement of citizens, civil society organisations and policymakers with the aim of a more just tax system. We pursue systemic changes that address the international inequality in the distribution of taxing rights between countries; the national inequalities – including gender inequalities – that arise from poor tax policies; and the national and international obstacles to progressive national tax policies and effective financial regulation. The Tax Justice Network is supported by grants from Norad, the European Union, the Ford Foundation and others. We are a virtual organisation, with staff working from home across multiple countries and continents.

## ROLE DESCRIPTION

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The data engineer will contribute to developing and maintaining a range of data driven outputs and systems, including the [Financial Secrecy Index](#), [Corporate Tax Haven Index](#), [Illicit Financial Flows Vulnerability Tracker](#) and the [State of Tax Justice](#) report.

The role will involve designing, developing and maintaining the Tax Justice Network's data systems. It will include (i) developing and maintaining several streams of datasets (panel and cross-sectional) that include legal, financial and other economic data; (ii) creating visualizations of data; (iii) engaging with existing systems at the Tax Justice Network (such as databases, websites, and analytical tools) and proposing and implementing their improvements and additions. In addition, the data engineer will work with our data scientists and researchers to review and advise on the design and procurement of data systems in public administrations and may, depending on skills, support the Tax Justice Network's websites, including basic web design and visualizations.

We expect the data engineer to obtain a good understanding of our work and subsequently to support colleagues both in internal data related tasks and in externally facing projects (e.g. advising government authorities). The data engineer is expected to be able to work independently to the highest data science standards, including documenting code, demonstrating exceptional attention to detail while prioritising and completing tasks to strict deadlines. The post-holder will be joining the Tax Justice Network's data science team and collaborate with external IT consultants and suppliers.

## KEY RESPONSIBILITIES

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- Maintain and develop the Tax Justice Network's existing datasets and systems
- Design and develop data processing pipelines including data ingestion, data cleaning, data profiling, data transformation between multiple formats (csv, excel, sql, json, xml, rdf, etc.), data quality & data access interfaces
- Implement solutions to automate processes
- Transform, merge and aggregate data to create data models
- Produce data exports, queries and support data analysis tasks
- Work with colleagues & IT suppliers and partners to understand and specify data requirements in projects.
- Maintain and improve our data governance
- Contribute to the improvement of visualization and content creation of our data
- Attend and contribute to the wider Tax Justice Network work and meetings as and when required

## PERSON SPECIFICATION

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### Skills and experience

#### Essential:

- Hands-on experience with relational databases (SQL essential)
- Experience in developing and curating datasets
- Programming language skills and experience (preferably Python)
- Knowledge of APIs
- Experience in managing data standards and ensuring data integrity
- Experience in setting IT security requirements and managing sensitive data in secure environments

#### Desirable:

- Good command of econometrics and statistics and of underlying economic concepts
- Experience with PHP/CSS/Javascript/HTML
- Experience with open data platforms
- Knowledge of web design
- Experience in data optimisation and visualization (e.g. Neo4J)

### Attributes

- Strong sense of teamwork and collaboration, with a positive and proactive approach to tasks
- Ability to apply good judgment consistently and make responsible decisions, including in managing risk
- Excellent time management, forward planning and prioritisation
- Ability to deliver work of the highest standards under pressure and to deadlines
- Open to feedback and review with the ability to adapt work and working style accordingly
- Willingness to maintain the highest degree of confidentiality regarding all aspects of work at all times
- Commitment to own professional development
- Passion for tax justice and international development issues

## HOW TO APPLY

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Please upload a CV (resume) and answer a set of questions addressing some of the skills and attributes listed along with your motivation for applying at <https://airtable.com/shr6iyrsJmlqYkgwV> by 23:59 GMT on Thursday 6 May 2021. Please apply in English.