

DATA ANALYST ADVERT

SALARY R517 066 – R608 315 PER ANNUM

Brief Overview of the Role

To assist the research team in delivering credible evidence-based research regarding the energy and water sectors, that enable the creation of the annual Skills Sector Plan (SSP) that enable credible energy and water sector intelligence on which to base decision-making. This is done by:

1. Acquiring large amounts of data from primary or secondary data sources and maintaining databases.
2. Analysing data, maintaining and constantly improving the quality of the EWSETA's data.
3. Interpreting data, analyzing results using statistical techniques.
4. Developing and implementing data analyses, data collection systems and other strategies that optimise statistical efficiency and quality.
5. Presenting information in a way that is readily understandable and in lay terms.
Collaborating with the research team to present data in a convincing way.

1. Key Responsibilities

1. Data Analysis
2. Work Place Skills Plan (WSP) and Annual Training Report (ATR) Analysis)
3. Sector Skills Plan (SSP)
4. Team Work and Self-Management

2. Requirements of the Role

Inherent Role Requirements		
Requirement	Minimum	Advantageous/Ideal
Qualifications:	<ul style="list-style-type: none"> • B degree or equivalent (NQF level 7) in Computer Science; or Economics; or Information Management; or Statistics or relevant field 	<ul style="list-style-type: none"> • B degree Hons (NQF Level 8) • Certificate or diploma in Data Science
Experience:	<ul style="list-style-type: none"> • 3 years' experience as a Data Analyst, Data Scientist, Data Engineer or a Business Data Analyst • Experience in data models; database design development; data mining; segmentation techniques 	<ul style="list-style-type: none"> • 4 to 5 years of experience in data science and analysis in a research environment. • Experience in working with large data sets and applying statistical, quantitative, and diagnostic techniques to resolve problems.

Inherent Role Requirements		
Requirement	Minimum	Advantageous/Ideal
	<ul style="list-style-type: none"> • Experience working with reporting packages, for example, Business Objects, Tableau; or Qlik; or PowerBI; databases (SQL and NoSQL); programming (Python, or XML, or Javascript) • Statistical packages for analysing datasets (SPSS, SA, etc.) • Adept in queries, report writing, presenting findings 	<ul style="list-style-type: none"> • Experience working in a SETA environment.
Training:	<ol style="list-style-type: none"> 1. SQL and NoSQL 2. Reporting packages (i.e., Business Objects, or Tableau; or Qlik; or PowerBI 3. Relevant programming languages, e.g., Python, or Javascript, or XML, or ETL frameworks 	
Professional certification and membership of profesonal bodies	Not Applicable	Any of the following certifications or similar: <ul style="list-style-type: none"> • SAS Certified Data Scientist • DASCAs Senior Data Scientist • IBM Data Science Professional Certificate • HarvardX's Data Science Professional Certificate • IBM Data Analyst Professional Certificate • Associate Certified Analytics Professional (aCAP) • Certified Analytics Professional (CAP)

3. Competency Requirements

Competency Requirements	
SPECIALIST COMPETENCIES (REFER TO EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Operational Decision Making ▪ Initiating Action ▪ Planning and Organising ▪ Communicating with Impact
EWSETA CORE COMPETENCIES (REFER TO EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Stakeholder Orientation ▪ Building Collaborative Working Relationships ▪ Driving for Results ▪ Continuous Learning ▪ Quality Orientation ▪ Demonstrating Personal Integrity
KNOWLEDGE	<ul style="list-style-type: none"> • Data modelling, including regression models • Ability to manage large data sets • Quantitative analysis skills • EWSETA operations and processes • EWSETA mandate, purpose, vision, mission, values • Applicable South African Legislation - Skills Development Act, 1998 (Act 97 of 1998); Skills Development Levies Act. 1998 (Act 9 of 1999); National Qualifications Framework, 2008 (Act 67 of 2008); Further Education and Training Act, 1998 (Act 98 of 1998); Promotion of Access to Information Act, 2000 (Act 2 of 2000); Protection of Personal Information Act, 2013 (Act 4 of 2013). • Mathematics and Statistics • Research principles, methodologies and practices in applied situations
SKILLS (NOT LISTED IN EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Written communication skills ▪ Presentation skills ▪ Judgement skills ▪ Management Control skills ▪ Interpersonal skills

Competency Requirements	
	<ul style="list-style-type: none"> ▪ Organisation and planning skills ▪ Ability to manage complex technical details ▪ Ability to communicate technical concepts to non-technical audience
ATTRIBUTES (NOT LISTED IN EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Detail Orientation ▪ Solution-oriented ▪ Able to deal with sector and SETA sensitive information ▪ Tolerance for functioning in a structured and highly regulated ecosystem ▪ Resilience and Agility ▪ Emotional intelligence

4. Application Process

Please see attached the full detailed Job Description for the role of the Data Analyst. CVs and Certified Qualifications of suitably qualified persons must be forwarded to newrecruitment@ewseta.org.za by no later than the Close of Business 17 March 2025 (i.e. by 16:30 p.m.). Enquiries may be directed to the HR Manager at 010 109 3250 or Mthenjwa Radebe at mthenjwar@ewseta.org.za. Applications received after the closing date will not be considered.

Correspondence will be limited to shortlisted candidates. EWSETA reserves the right not to make an appointment/s for the advertised post.

Appointment will be made in line with the EWSETA Employment Equity targets, i.e. African Male, Coloured Male and Female.

NB: Please use the name of the position on the subject line of your application email.