



Job announcement



Fòs Feminista

Analytics Officer

Location: Remote and flexible, preferably in the Global South (Latin America & the Caribbean or Africa).

Salary: US \$72,000 for the US, US \$27,000 for the LAC region, US \$29,800 for the Africa region.

Benefits: Health coverage, retirement benefits, and paid sick leave, vacation, and holidays.

Reports to: Chief Development Officer, Co-Lead and to the Business Intelligence, Evaluation and Research Director.

Contract Type: Permanent Employment

About Fòs Feminista

[Fòs Feminista](#) is as an intersectional feminist organization centered around the sexual and reproductive rights and needs of women, girls, and gender-diverse people. Led and governed by the Global South, Fòs Feminista works as an alliance of organizations in 40+ countries worldwide to advance sexual and reproductive health, rights, and justice. As the connecting fabric of this alliance, Fòs Feminista orchestrates transnational and transregional action, amplifies partners' work, and promotes South-South learning and collaboration toward achieving common objectives.

Together with our partners, we provide access to sexual and reproductive health care, including contraception, abortion, and care for victims of gender-based violence, and we reach young people with comprehensive sexuality education. We recognize that the ability of women, girls, and gender-diverse people to make free and informed choices about sexual and reproductive lives, including to access safe and legal abortion, is central to their life plans and to achieving gender and reproductive justice. As such, we are at the forefront of advocating for sexual and reproductive health and rights from an intersectional lens in national, regional, and global spaces, coordinating with our partners to ensure that diverse experiences, priorities, and voices of the Global South are represented in these spaces.

Position Summary

The Analytics Officer will play a critical role in ensuring seamless integration between Fòs Feminista's new fundraising, marketing, and engagement features and tools with Salesforce. The Analytics Officer will also assist with compiling and analyzing data for the organization's annual report. The incumbent will provide digital communications and fundraising team members access to the timely, accurate data they need to evaluate and strengthen their strategies.

In addition, they will design and implement dashboards using data visualization tools to help better understand performance and conduct ongoing maintenance. Finally, the Analytics Officer will also help ensure tech policy compliance for new markets in which we are expanding our (e.g., following GDPR, etc.).

Supervisory Relationship

The Analytics Officer will report to both the Chief Development Officer, Co-Lead, and to the Business Intelligence, Evaluation and Research Director. This role will work closely with the Resource Mobilization and Digital Communications unit, and the Business Intelligence and Research unit.

Key Responsibilities

- Plan and manage all projects related to improving the integration between the various fundraising and engagement platforms we use with Salesforce.
- Develop custom reporting dashboards, including managing data collection processes and procedures to help our team gain the insights they need to evaluate our fundraising and engagement strategy.
- Maintain, troubleshoot, and improve existing data integration between various applications, platforms and tools like Marketing Cloud, Salesforce, and Google Analytics.
- Build on and document our data sources, models, metrics and use data visualization and dashboards to help our team unravel insights, make strategic recommendations, and deepen the impact of Fòs Feminista's work.
- Help with the design of marketing, fundraising, and donor KPIs.
- Suggest, test, and implement improvements in our fundraising systems and strategies to improve efficiency and accuracy to increase revenue and engagement.
- Manage data quality by working across our teams to make sure we have the best, cleanest, and most up-to-date information about our supporters and donors.
- Assist with evaluating Fòs Feminista's compliance with data privacy regulations in the United States and elsewhere.
- Compile and analyze program data for Fòs Feminista's annual report.
- Assisting with analysis and reporting as requested.

Minimum Qualifications

- A minimum of 5 years' experience with at least 3 years on an analytics team.

Required Skills, Knowledge & Abilities

- Advanced Excel skills, including VLOOKUPS, pivot tables, nested formulas, etc.
- Proven ability to break down complex data problems into smart, logical processes.
- Ability to identify and gather all requirements at the outset of a project.
- Ability to annotate data deliverables and communicate your thinking and processes to others.
- Ability to develop data visualizations with applications like Power BI, Tableau, Google Data Studio, or others.
- Experience with Salesforce and Salesforce Marketing Cloud.
- Experience with digital marketing or integrated marketing campaigns
- Understanding of policies and practices related to constituent data privacy and protection.
- Experience using platforms and tools like Asana, Basecamp, Trello, etc. to manage projects.
- Experience using Google Analytics and/or Google Tag Manager a plus.
- High level of organization and attention to detail.
- Strong verbal and written communication skills, including listening and communicating with cross-cultural stakeholders at varying levels.
- Solid understanding of and commitment to sexual and reproductive health and rights through an intersectional feminist lens.
- Commitment to anti-racism, including a process of self-reflection and transformation around implicit bias.
- Professional working proficiency in English (both written and spoken) and at least one of Fòs Feminista's other core language (Spanish, Portuguese, or French) highly preferred.
- Demonstrate an understanding of and commitment to safeguarding, including by expressing willingness to sign and adhere to Fòs Feminista's Safeguarding Policy and Code of Conduct.
- Ability and willingness to travel in Latin America and the Caribbean, and other global locations as required.

Safeguarding Commitments

Fòs Feminista is committed to ensuring that the health, rights and wellbeing of all children, young people, and vulnerable populations who work and engage with Fòs Feminista 's Team Members and Associated Persons are respected and protected in their interactions with them and requires all its Team Members and Associated Persons to share this commitment.

The successful candidate must:

- Demonstrate an understanding of and commitment to safeguarding in the United States and the international context.

- Sign and adhere to Fòs Feminista’s International Safeguarding Policy and Safeguarding Code of Conduct, including the minimum operating standards for protection from sexual exploitation and abuse (PSEA).

Equal Opportunity Employer Statement

Fòs Feminista is an equal opportunity employer dedicated to advancing sexual and reproductive rights and health and dismantling inequities from a feminist intersectional lens. Reproductive justice, racial justice and diversity are driving forces for us.

Fòs Feminista provides equal opportunities to all employees and applicants for employment without regard to age, race, color, disability, national origin, religion, creed, gender, sex, sexual orientation, gender identity, marital and partnership status, genetic information, veteran status, or any other protected category under federal, state, and local law.

At Fòs Feminista we continue to build an inclusive culture that encourages, supports, and celebrates the diverse voices and experiences of our employees. We strongly encourage applications from all kinds of backgrounds to build a diverse workforce in which all social and minority groups are represented.

While we strongly encourage all current and new employees to be fully vaccinated against the COVID-19 virus, there is no vaccine requirement for employment with Fòs Feminista. However, it is our policy that employees must show proof of full vaccination in order to engage in any work-related travel or to attend any work-related in-person gatherings. As appropriate, reasonable accommodations will be made, including, for example, arrangements for employees to participate remotely in any relevant gatherings.

How to apply

Please send a letter of application stating the skills and approach that you would bring to the post with your CV/resume (no photos) in strict confidence by email only to Isabel Leal at isabel@darylupsall.com.

Please ensure that they are sent with the titles **“your name cover letter”** and **“your name CV”** Please put **“Fòs Feminista - Analytics Officer”** in the email subject line. Also please let us know where you saw the post advertised.

The deadline for applications is Sunday 7th August 2022

Daryl Upsall International actively promotes equality, diversity, and inclusion. In recruiting candidates, we seek candidates with the proven skills required, irrespective of race, gender, religion or belief, age, disability, or sexual orientation.