

# Data and Reporting Software Engineer

## Position Summary

We are seeking a Software Engineer to join our Technology (MIST) team. The Software Engineer plays a pivotal role in transforming IPA's data into actionable insights that drive organizational decision-making and advance its anti-poverty research mission. This individual will design data systems, build powerful reporting tools, and collaborate cross-functionally to ensure data-driven efficiency across IPA's operations and research endeavours.

Note: We do not require cover letters. However, we require that all candidates applying to this job also submit their work samples, which will be included in the CV screening process:

- a) sample of code with a description of what problem you solved, the approach you took and why; and
- b) sample/screenshot of a Power BI report with a description of what you were presenting, the approach you took and why it was presented that way

## Key Responsibilities

### **Data Engineering**

- Construct and maintain comprehensive data pipelines for collection, cleaning, integration, and storage.
- Utilize Azure/AWS services for scalable, secure cloud-based data management.
- Optimize SQL queries and model data for efficiency.
- Collaborate on long-term enterprise data modelling with research teams.
- Manage SQL databases and support operational tools engineering.
- Maintain clear systems documentation.

### **Reporting & Insights Generation:**

- Design and deploy insightful PowerBI dashboards and reports for internal stakeholders.
- Create a structured, sustainable reporting environment within PowerBI.
- Act as a PowerBI expert and resource for IPA staff.

### **Product Management & Governance:**

- Serve as an expert voice in data-related projects, guiding teams on engineering and

reporting.

- Partner with various teams to understand needs, provide analysis, and deliver data-driven solutions.
- Ensure data governance, quality control, and compliance across all processes.
- Stay current on industry trends and recommend new data technologies.

## Required Professional Experience

- 3+ years of experience in data engineering, with a strong portfolio showcasing skills in data integration, warehousing, and analytics.
- 3+ years of experience with Azure and AWS cloud services, including their data management and analytics offerings.
- 3+ years of experience in SQL and experience designing complex data models.
- 2+ years of experience in designing and developing reports and dashboards using PowerBI.
- Proven ability to work both independently and in a dynamic, collaborative, cross-functional team structure.
- Proven ability to establish and maintain working relationships across all departments and levels of an organization.

## Required Education

- Bachelor's degree or equivalent experience in Information Technology, Computer Science, or a related field.

## Preferred Knowledge and Qualifications

- Experience with international nonprofits/NGOs.
- Knowledge of data protection, privacy, and security regulations and policies
- MS in Information Technology/Computer Science or equivalent.
- Experience with data architecture, data modeling, or business intelligence tools
- Proficient in at least 2 programming languages such as Python, PHP, JavaScript, R.
- Excellent problem-solving skills and the ability to work independently as well as part of a team.
- Ability to communicate clearly, concisely, and effectively in both verbal (i.e., day-to-day discussions, team meetings, workshops) and written (requirements, design specifications, reports) form.
- Good active listening skills and strong attention to detail
- Strong analytic curiosity and innovative problem-solving skills using a systems-thinking and evidence-driven approach.

## Application Instructions

Interested candidates are invited to submit their resume along with their application. The

selection process includes three rounds of interviews and a written/case exercise.

[Click here](#) to apply now.

## Reports To

Senior Director, Technology

## Desired Start Date

As soon as possible

## Compensation

IPA's compensation structure is designed based on the labor market for the specific geographic location where the employee is located. As an example, here's what the compensation would look like in the US:

Software Engineer is classified as C-3 on IPA's global job structure. For US-based employees, the starting annual gross salary for a Software Engineer is USD \$80,000 with a maximum of USD \$120,000.

The salary for locations outside of the US will vary depending on IPA's salary scale ranges for that specific location. The aforementioned salary range is only for employees located within the US and is not equal to the conversion of local currency. Actual base salary may vary based upon, but not limited to, relevant experience, base salary of internal peers, business sector, and geographic location.

## Location

This position is open to remote candidates anywhere within the U.S. where our IPA offices are located or registered (AZ, CT, FL, GA, MA, MD, MN, NC, NJ, PA, TX, VA, WA, WV), or in our country offices in Colombia, Kenya, or Mexico. Please specify your work location in your application for assessment by the HR team.

## About IPA

Innovations for Poverty Action (IPA) is a research and policy nonprofit that discovers and promotes effective solutions to global poverty problems. IPA brings together researchers and decision-makers to design, rigorously evaluate, and refine these solutions and their applications, ensuring that the evidence created is used to improve the lives of the world's poor. In recent decades, trillions of dollars have been spent on programs designed to reduce global poverty, but clear evidence of which programs succeed is rare, and when evidence does exist, decision-makers often do not know about it. IPA exists to bring together leading researchers and these decision-makers to ensure that the evidence we create leads to a tangible impact on the world. Since its founding in 2002, IPA has worked with over 600

leading academics to conduct over 900 evaluations in 52 countries. This research has informed hundreds of successful programs that now impact millions of individuals worldwide.

## **IPA's Commitment to Diversity, Equity, & Inclusion (DEI)**

As an organization, IPA is dedicated to improving the lives of the world's most vulnerable populations through evidence and policy. We also recognize how important it is for our staff to reflect the diversity of the places where we work and the communities we work with. As such, IPA is committed to hiring from a diverse pool of candidates, from a range of backgrounds, beliefs, experiences, and perspectives. We know that this makes our work stronger and more responsive to the challenges faced by those we work with and for and we encourage people from historically underrepresented groups to apply. Click [here](#) to learn more about IPA's commitment to diversity, equity, and inclusion.

---

Innovations for Poverty Action is an affirmative action-equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, protected veteran status, or any other protected class. IPA will endeavor to make a reasonable accommodation to a qualified applicant with a disability unless the accommodation would impose an undue hardship on the operation of our business. If you believe you require such assistance to complete this form or to participate in an interview, please contact us at [jobs@poverty-action.org](mailto:jobs@poverty-action.org) or via phone at 1-202-386-6200. The above statements are intended to describe the general nature and level of the work to be performed by the specified position. The statements are not intended to be an exhaustive list of all possible duties, tasks, and responsibilities. Management reserves the right to amend and change responsibilities to meet organizational needs as necessary. Please note that IPA will never request any form of payment from an applicant. Applicants are encouraged to confirm the information listed above with IPA prior to releasing any extensive personal information to the organization. Please direct questions to [jobs@poverty-action.org](mailto:jobs@poverty-action.org). Please note that only qualified applicants will be contacted by the hiring manager.