



Data Engineer (part-time)

Time Commitment: Part-time possible for candidates enrolled in education or if desired. (Flexible hours; approx. 20 hours/week). Full time would be considered for candidates with a broader range of skills.

Duration: 24 months (with potential to extend).

Remuneration: Dependent on experience

Location: will need to be worked out with candidate depending on immigration status. It would start fully remote. If desired it could be based at one of the partner institutions (Oxford/JPAL Africa/Harambee) but may not be sponsorable for a visa depending on if part or full time. If interested, get in touch and we will figure this out.

About the Role

The Poverty Reduction, Social Protection and Employment Research (PROSPER) programme tackles barriers to employment growth in low- and middle-income countries. Many firms struggle to expand, constrained by challenges in hiring and retaining the right talent. Meanwhile, capable jobseekers from disadvantaged backgrounds face steep hurdles accessing formal work—limited job information, poor targeting tools, and few ways to signal their skills. Welfare systems often fail to reach those who need them most, or to use income support as a springboard into employment.

Anchored at the Blavatnik School of Government, University of Oxford, PROSPER tests scalable, evidence-based solutions - from smarter recruitment and job search tools to digitally enabled income support - to generate measurable gains for workers, firms, and economies. The programme is a multi-country collaboration of researchers from Oxford, Warwick, Duke, Northwestern, Berkeley, Peking, and RAND, J-PAL Africa, the Busara Center for Behavioural Economics, REMIT, and NGO and government partners in Kenya and South Africa. It is funded by the Fund for Innovation in Development and Oppenheimer Generations Philanthropy.

This role is working between researchers and the Harambee Youth Employment Accelerator, a core partner. Harambee is a not-for-profit social enterprise working to unlock jobs and break down the barriers that keep millions of young South Africans unemployed. Our partnership

studies various interventions to improve youth employment outcomes in South Africa. Examples of past innovations we have designed are [here](#) and [here](#).

We are seeking a part-time **Data Engineer** to sit at the intersection of our two teams—embedded in Harambee’s systems but working closely with the research team. The role is ideal for a technically skilled individual (e.g., PhD student or research-oriented candidate) who is looking for meaningful, applied data work in the public interest. You will be onboarded into Harambee’s data systems and, from there, will streamline and accelerate researchers’ access to data by responding to internal data requests and queries from the research team.

Key Responsibilities

- Work closely with both Harambee and research teams to interpret, fulfill, and manage data requests.
- Write and optimize **SQL** queries to extract, process, and clean data from Harambee’s internal systems.
- Use **Python, R, or Stata** to support basic data wrangling, transformation, and validation tasks.
- Maintain clear documentation of data pipelines and requests.
- Translate research questions into practical data solutions, collaborating with data engineers and researchers.
- Be responsive to evolving research needs while respecting Harambee’s internal data governance.

Ideal Candidate Profile

We are looking for someone who is:

- Technically proficient and detail-oriented.
- Available on a flexible and part-time basis.
- Committed to labour justice and curious about applied, policy-relevant research.
- Able to navigate ambiguity and work independently.

Minimum Requirements

- Current postgraduate student (ideally at PhD level) OR early-career data analyst looking to pivot into a research/non-profit setting.

- A minimum of an Honour's degree in a relevant quantitative discipline including, but not limited to, Mathematics, Statistics, Computer Science, Data Science, Engineering and Economics.
- Experience working with relational databases (e.g., MySQL, PostgreSQL) using **SQL**.
- Working knowledge of **Python** (e.g., pandas, NumPy).
- Understanding of database structures and data cleaning best practices.
- Interest in **social impact**, public sector innovation, or youth employment.
- Self-starter with good time management and remote collaboration skills.

Nice to Have

- Familiarity with **cloud platforms** (e.g., Google Cloud Platform, AWS).
- Exposure to large-scale **ETL processes** or batch data processing.
- Prior experience in a **non-profit, research, or government** context.
- Experience with **R**.
- Experience writing documentation or supporting open-source data tools.

What We Offer

- Opportunity to contribute to **innovative, high-impact research** influencing real-world youth employment outcomes and policies.
- Collaboration with top researchers and data practitioners in South Africa.
- **Flexible** part-time hours and remote/hybrid working.
- A **meaningful role** within a values-driven, mission-oriented team.

How to Apply

If you're interested in applying for this role, please send your CV to the following email address: csae.admin@bsq.ox.ac.uk.