Role: Data Analyst

A. Background

C&A Foundation, a corporate foundation affiliated to global retailer, C&A. We were created here to help spark the change that will fundamentally transform the fashion industry. We give our partners financial support, expertise and networks so they can make the fashion industry work better for every person it touches. We do this because we believe that despite the vast and complex challenges we face, we can work together to make fashion a force for good. Our work is focused on five areas that we believe will have the biggest impact for people: accelerating organic cotton and other sustainable materials, enabling the industry’s transition to circular, improving working conditions, eradicating forced and child labour, and strengthening communities. We believe that addressing gender inequality is fundamental to industry transformation and seek to apply a gender justice lens in everything we do.

The Sustainable Raw Materials programme of the foundation is working towards improving the livelihood of smallholder cotton farmers and conserving the environment by promoting sustainable cotton production. The three key pillars of the programme are: farmer capacity building, industry & ecosystem building and influencing government policy.

The capacity building initiatives focus on providing support for organic production & certification to smallholder cotton farmers and helping them link to the market. The initiatives are in India, Pakistan, China, Brazil and Tanzania. The implementing partners of these initiatives are regularly collecting data on agronomic and socio-economic variables. The foundation is looking for a Data Analyst to support the Programme team in data management and analysis.

*This will be a full-time role with a consulting contract, based in our Gurgaon office, Haryana.*

Key Responsibility Areas

- Working closely with the software company in refining the data collection application and improving its efficiency
- Analyse and interpret data, interpret trends, identify opportunities for programme improvement, and report on programme progress
- Provide data-based inputs for developing programme strategy
- Analyse data from secondary sources and triangulate with the programme data for key performance indicators
- Visualise data for presentations and reports, and present programme impacts in a comprehensive and easy to understand form
- Updating the programme dashboards periodically
- Support in continuous refinement of the existing measurement frameworks through insights gathered from field visits
- Periodic visits to partner offices in India for monitoring of the data management process and verifying the quality of data

B. Candidate Profile

- Bachelor’s degree in Computer Science/ Mathematics/Statistics/ Engineering from a reputed university
- Minimum 2 years of experience in a similar role
- Knowledge of programming language Java, C#, SQL, GIS is desirable
• Experience of user interface designing and app development for the social sector
• Experience of handling large complex data-sets
• Extremely comfortable with data and with analysing data in Stata & Microsoft Excel (not intimidated by the size of the sheet). Excited about presenting data in a way that is easily understood. Knowledge of Macros is desirable.
• Should be comfortable with frequent travel within India and other project geographies

C. Critical professional traits
• Ability to adhere to deadline is a must
• Must be a self-starter and be able to work under minimal supervision
• Strong sense of ownership for every deliverable
• High emotional intelligence, and a high sense of integrity and ethics
• Good team player
• Ability to deal with complexity

Interested candidates can send their CV & Cover letter to sustainablecotton@candafoundation.org by 3rd June.