Senior Data Scientist

About Our Community

Our Community is a well-established, world-leading, award-winning social enterprise that provides advice, connections, training and easy-to-use tech tools for people and organisations working to build stronger communities.

Our partners in that work are not-for-profit organisations and social enterprises; government, philanthropic and corporate grantmakers; donors and volunteers; enlightened businesses; and other community builders.

Our vision centres on social inclusion and social equity. Our dream is that every Australian should be able to go out their front door and stroll or wheel to a community group that suits their interests, passions and needs - or log on and do the same.

Our Community operates a number of leading-edge enterprises. Including SmartyGrants, Australia's most-used and best-loved grants administration system.

We have an ambitious agenda; we're not constrained by bureaucracy or boundaries; we're not interested in internal politics or egos, just in contributing something useful to society. We don't have layers of management, and we don't want someone to be a cog in the wheel of a corporate system. We want you to have plenty of opportunity to make Our Community enterprises your own, and for you to be as excited about their potential as we are.

We want to help make it easy for people to join in, learn, celebrate, worship, plant trees, play a game, entertain and be entertained, care and be cared for, support others and be supported, advocate for rights and celebrate diversity. To get involved. To be valued.

About the role – Senior Data Scientist

We're looking for a Senior Data Scientist to join our Innovation lab where new ideas are seeded and data projects are developed.

Reporting to the Director of Data Science, you will lead data science projects and manage internal and external stakeholders while continuing to have a hands-on approach to work using the tools of the trade. We are looking for a strategic mind that will help us deliver an exciting data science agenda in the upcoming years. You will participate in our data governance forums, ensuring our ethics are upheld and treating our data, and data belonging to our stakeholders, with utmost respect.

We work in a very fluid and rapidly changing environment (moss doesn't grow on this rolling stone) so your high calibre organisation skills will enable you to juggle competing priorities and deploy resources in the right amount at the right time.

You are a data person: you enjoy working with and making sense of data – and you have the deep knowledge and technical skills to do it.

You'll manage your own projects to completion and will work with the team, helping us to build on what we have learned through our analysis of social sector data and growing Our Community's reputation as a data-savvy organisation. You'll work in collaboration with not-for-profit

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organisations, government agencies and other groups that we support, growing their data capabilities and developing tools that can be widely applied.

You will be given latitude to explore and resolve problems and suggest solutions, while guidance is never far away. We don't expect you to know everything, but you need to have the background to quickly develop (with our support) any new skills you may require.

You'll get the opportunity to work in an ethical company with all the excitement and agility of a start-up without the headaches. We're built on solid foundations, we're sustainable and successful – but we've only just begun. We're not interested in just keeping things ticking along. We're builders and we're on a mission.

What we need you to do

- Lead data science projects and progress our data science agenda.
- Work with a team of exceptional data scientists and analysts, focusing on delivery of customer outcomes, AI services and advancing the product offerings.
- Manage your day-to-day priorities and those of the team participating on your projects.
- Work together with the Director of Data Science to define the data science strategy, roadmaps, standards, procedures and reporting requirements.
- Design and develop effective data science models, machine learning and AI capabilities.
- Provide informed advice on tool selection and infrastructure building.
- Work with the wider Our Community team to identify and explore new data science ideas.
- Work closely with internal and external stakeholders to discuss and distil reporting and data requirements.
- Communicate findings clearly and responsively to a range of organisational, volunteer and public stakeholders – to inform and educate them through reports, presentations and tutorials.
- Work with the team to optimise data pipelines, AI applications and model deployment.
- Undertake research and provide explanations, reports and visualisations that demonstrate insights derived from data.
- Collaborate with different teams to provide expertise and insights.

As with most jobs at Our Community, it's impossible to provide an exhaustive list of everything you'll be doing as part of this role. As our organisation and platforms evolve, you may need to evolve with them, or find other ways to plug the gaps.

If you like to stick closely to job descriptions or have a "not my job" mentality, this is probably not the role for you. On the other hand, if you're excited by challenges, willing to give most things a go and know how to fill your own knowledge gaps when the need arises, then this job will be a good fit.

Essential Knowledge, Skills & Experience

- 3+ years' experience in a data science environment, with some exposure in leading a team of professionals.
- Deep knowledge of and experience with data science, machine learning and AI, in the context of solving social or business problems.
- Excellent written, verbal, scientific communication skills
- Proven planning and organisational and time management skills with the ability to prioritise tasks to meet deadlines.
- Promote a highly collaborative working environment within and across the team.
- Experience or interest in learning data engineering, in the context of model deployment, API integrations to software, AWS pipelines and others.
- Proficiency with Python.
- Familiarity with the following tools / concepts:

- o   AWS cloud computing
- o   Model training and deployment
- o   Data science applications (Django and other frameworks)
- o   Python libraries and jupyter notebooks
- o   Natura Language Processing (NLP)
- o   SQL
- o   Algorithmic bias and fairness.
- o   Version control and agile software development processes and tools.
- Ability to respond flexibly to team demands and priorities.
- A belief in and commitment to our [Manifesto](#).

Highly Desirable Knowledge, Skills & Experience

- Master's degree in Statistics, Machine Learning, Mathematics, Computer Science or other related quantitative field.
- Familiar with agile working practices and data engineering principles.
- Ability to take ownership from start-to-finish, working with limited supervision.
- Experience in professional services in a data analysis or reporting function.
- Experience extracting data using SQL.
- Pragmatic and practical understanding of data governance, tempered with the need of real data scientists working with imperfect data and imperfect systems.
- Well-developed understanding of relational database structures.
- Working knowledge of visualisation tools, such as Power BI or Tableau

Personal Qualities

At a personal level you will:

- Have a can-do attitude and enjoy interacting with a broad range of stakeholders.
- Be able to juggle multiple tasks and confirm priorities.
- Be curious and passionate about data and research.
- Have a keen interest in making data tell a story.
- Have a strong desire to learn new technical and soft skills.
- Ability to 'think on your feet' and be solution focused and unflappable under pressure.
- Great listening skills with the ability to 'read between the lines' and problem solve.

Above all we want you to be a part of a unique environment where everyone contributes and worries less about official job descriptions and more about working together to get things done. We share our work, and we help each other when needed.

If you enjoy the feeling of working in a start-up culture: team over individual, rapidly shifting priorities, flexibility surrounding assignments, and solving problems within, or outside of your regular duties, then this is the job for you.

Other relevant information

The nature of this role is quite varied, and we know our strength comes from the diversity of our people and so we want people with different experiences and backgrounds to apply.

Our organisation is one that is as supportive and socially conscious as it is agile and explorative. Our DNA of commercial mind and social heart captures who we are at our core. We have a great working atmosphere with an inclusive, fun work culture. Our team is full of highly collaborative, diverse and highly skilled awesome people.

The Senior Data Scientist reports to the Director of Data Science and works alongside the Innovation lab team in SmartyGrants. When in the office, standard business hours are 9am to 5pm Monday – Friday; however, start and finish times are flexible so long as we continue to fulfil the needs of the business. To create a better work-life balance, the Our Community team works a four-day week (work four days for five days' pay): We deliver 100% of the work in 80% of the time for 100% of the pay. We have high productivity, reduced stress levels, improved mental health and great team cohesion. For this role, the standard working days will be Monday, Tuesday, Wednesday & Thursday with Friday as a paid day off.

Our team operates a hybrid working model, with permanent staff being able to work partially from the office and partially from home or other remote locations, so long as the organisation's business and cultural needs are not compromised.

Our Community is located at 552 Victoria Street (corner of Curzon Street and Victoria Street), Wurundjeri Country, North Melbourne. We work in a modern, bright, art-filled, open plan office and operate in a fairly informal manner (you don't have to dress up). We usually share our office with Ned and Holly, our office dogs.

The successful candidate

- Must be an Australian citizen, permanent resident or hold a valid work permit or visa.
- Will be required to undertake a police check.
- Will be subject to a probationary period of three (3) months.