Data Analyst

Description of Organization:
Centro de los Derechos del Migrante, Inc. (CDM) is the first transnational migrant workers' rights organization based in Mexico to support migrant worker organizing and advocacy on both sides of the U.S.-Mexico border. Since its founding, CDM has been driven by its mission to improve the conditions of low-wage workers in the United States. With a binational, multilingual staff and geographic reach, CDM has grown over the past 15 years in response to an increasing need, but its end goal remains unchanged: to overcome the border as a barrier to justice.

CDM envisions a world where migrant workers' rights are respected, and laws and policies reflect their voices. Through multilayered outreach and engagement strategies, CDM supports migrant workers to defend and protect their rights during recruitment, while at work in the U.S., and as they return to their home communities. Further information about our work and projects is available on our website: www.cdmigrante.org.

Position Summary:
Centro de los Derechos del Migrante, Inc. (CDM) seeks a Data Analyst to join its dynamic, binational team of migrant workers' rights advocates. This is a unique opportunity take part in CDM's newest project, an initiative focused on ensuring health and safety for workers employed in protein processing (seafood, meat and poultry). The location of this position is negotiable.

About You:
You have a deep-seated commitment to social, racial, and economic justice, and are passionate about defending the rights of migrant workers, immigrants, and low-wage workers. With experience structuring and manipulating large data sets, you are ready to take on a multifaceted role in a collaborative, high-energy environment, supported by a team that will energize and inspire you. You are excited about the opportunity to apply your skillset to guide and analyze key decisions to maximize the impact of CDM's newest initiative.

Position Responsibilities:
The Data Analyst will play a key role in CDM's newest initiative targeted at protecting essential workers from emerging and re-emerging infectious diseases. Under the direction of the Project Director, the Data Analyst will oversee the collection of data gathered in outreach efforts targeting workers employed by protein processors in the Delaware-Maryland-Virginia region, managing the compilation, structuring and loading of these data sets into larger databases.

Key duties include:
- Oversee the collection, management, loading and analysis of data gathered from workers and employers;
- Evaluate the impact and effectiveness of the strategies employed in data collection and analysis;
- Contribute to the creation of a data plan to identify appropriate data sets;

- With the support of a larger team, translate data into actionable information that can inform project strategies and direction.

Required Knowledge and Skills:
- Full professional fluency in spoken and written Spanish and English (additional language skills are desirable but not required);
- Experience manipulating large data sets using SQL;
- Demonstrated commitment to social, racial and economic justice, and an understanding of the challenges facing migrant workers, immigrants and low-wage workers;
- Ability to thrive in a collaborative, high-energy environment.

Preferred Knowledge and Skills:
- Experience working with GIS data;
- Experience creating data pipelines and/or ETLs from structured and unstructured data sources (e.g., APIs, webservers);
- Experience using scripting languages for automation (e.g., Python);
- Experience with NoSQL and/or PostgreSQL;
- Proficiency in mixed methods (prior experience with qualitative data).

CDM is an Equal Opportunity Employer and prioritizes diversity among our staff, Board of Directors, and volunteers. CDM does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, or gender identity. We encourage applicants from diverse backgrounds to apply. We also maintain a strong interest in our employees' career development and strive to provide opportunities for growth and education for dedicated members of our team.

Competitive salary range starting at $80,000 with benefits, including generous vacation, health, dental and vision insurance, 401k, paid parental leave, etc. This is a one-year, grant-funded position with the potential for renewal.

HOW TO APPLY
Interested candidates should submit a cover letter, resume, and a list of three references, including their contact information, to info@cdmigrante.org with the subject line DATA ANALYST APPLICATION. No phone calls please.