

JOB DESCRIPTION

Job title:	Statistical Analyst	Location:	Abuja, Nigeria
Department:	Technical	Length of contract:	4 years
Role type:	National	Grade:	9
Travel involved:	Up to 20% travel to areas of operation	Child safeguarding level:	3, slight risk
Reporting to:	Senior Project Manager IPTi	Direct reports:	N/a

Organisational background

Established in 2003, Malaria Consortium is one of the world’s leading non-profit organisations specialising in the comprehensive prevention, control and treatment of malaria and other communicable diseases among vulnerable and under privileged populations. We increasingly find our work on malaria can be effectively integrated with other similar public health interventions for greater impact and therefore expanded our remit to include child health and neglected tropical disease interventions.

We work in Africa and Asia with communities, governments, academic institutions, and local and international organisations, to ensure effective delivery of services, which are supported by strong evidence.

Our areas of expertise include:

- disease prevention, diagnosis and treatment
- disease control and elimination
- systems strengthening
- research, monitoring and evaluation leading to best practice
- behaviour change communication
- national and international advocacy and policy development

Project background

Malaria affects most Nigerians and remains a public health problem despite progress in the last two decades. Between 2008 and 2018, even though the overall under-five mortality rate (U5MR) reduced by 15.9 percent, from 157 to 132 per 1000 live births, the reduction in infant mortality rate (IMR) during the same period was less marked: 10.7 percent (from 75 to 67 per 1000 live births), with no noticeable change in the neonatal mortality rate over the same period (NDHS 2019).

Intermittent Preventive Treatment in infants (IPTi) is the administration of preventive antimalarial drugs to infants to provide personal protection against malaria transmission. Under current WHO guidelines, the drug sulfadoxine-pyrimethamine (SP) is delivered to infants at approximately 10 weeks, 14 weeks, and 9 months of age during routine immunization services. IPTi is safe, cost-effective, well accepted by health workers and communities, and has been found to reduce clinical malaria by 30%, and episodes of anaemia by 21%.

Despite the WHO recommendation to administer IPTi in areas of moderate-to-high transmission since 2010, there has been limited uptake to date. The intervention is not yet recommended as one of the interventions in the Nigerian Malaria Control Policy. A rapid assessment of stakeholders' perspective on barriers to IPTi policy uptake in Nigeria revealed that providing evidence on operational feasibility, acceptability and effectiveness of the intervention at field level will be key for policy uptake.

Malaria Consortium is funded to carry out an effectiveness-implementation hybrid project on operational feasibility and effectiveness of on IPTi in Nigeria. It is aimed at generating the required evidence to inform policy and possible scale up of IPTi in Nigeria, and ultimately contribute towards a reduction in under 5 mortalities in the country.

Job purpose

The Statistical Analyst will lead the quantitative analysis in the IPTi Effect project and will be the custodian of all program data including ensuring safe keeping and ease of retrieval when required by the project or authorized stakeholders. The position holder will work with the project team to ensure that the data are of high quality and meet Global Data Protection Regulation (GDPR) and national data regulation.

Scope of work

The Statistical Analyst will lead result measurement analysis working closely with the M&E Specialist and Research Specialist. The position holder will work with the country project team and partners to provide timely and relevant information on the project's progress regarding quantitative results. The position holder will support the team to coordinate, organise and supervise data collection, both routine and assessments (quantitative and qualitative), which will be used to monitor and evaluate project activities, outcomes and impact in line with the project objectives. She/he will be working closely with the Research and M&E specialists to shape research protocol, data collection, analysis and report validation.

Key working relationships

The position holder will work closely with the Senior Project Manager IPTi, the Research Specialist and the M&E Specialist in the project. S/he will also liaise closely with the Senior Country Technical Coordinator, who is also a Co-PI in the project. S/he will work closely with the above country technical support from the M&E team based at HQ. NMEP and NPHCDA, SMEP, and project collaborators are external stakeholders with whom the position holder will be liaising with on the analytical aspects of the project. The position holder will link with the project Data Safety and Management Board (DSMB).

Key accountabilities (percent of time spent on each area)

Data management, data quality control and data analysis: (80%)

- Develop the project analytical framework that will be used for results measurement in line with the project objectives.
- Support the implementation of the projects' analytical framework, in order to ensure the achievement of project targets and to inform policy adoption.
- Liaise with the respective national and sub-national stakeholders to ensure their involvement in the project analytical framework
- Work closely with the Senior Project Manager-IPTi, M&E Specialist and Research Specialist to ensure compliance with GDPR and national data regulation.
- Facilitate the collection of appropriate health information from relevant data sources (MOH departments, thematic programmes, health facilities, schools, district offices, other stakeholders, etc.)

- Provide guidance and technical oversight to the data assembly, management, quality control and data analysis of project data in line with the analytical framework
- Assist in coordination of fieldwork activities, in addition to planning or delivering training to data collectors.
- Work closely with the M&E Specialist, the Research Specialist and the Senior Country Technical Coordinator to design and manage the databases for all project results data. Work with above country M&E team to ensure that the process and protocols are aligned with Malaria Consortium guidance and systems.
- Provide the Project Manager, Senior Country Technical Coordinator and Regional Programmes Director/Country Director with relevant analysis to inform adaptive management and other management decisions.
- Respond to data needs and requests from the project's DSMB and advisory bodies.
- Provide support to the impact modelling work that will be led by the project partner, North-Western University
- Lead the statistical analysis of project data in line with the analytical framework, and achievement of the project's objectives. This includes inputs to protocol design, reporting writing and information sharing.
- Supervise data management and quality control
- Participate in improving the data management activities in the project

Technical support and capacity building (20%)

- Lead the writing of statistical parts of protocols, manuscripts and other publications
- Develop guidance notes on common statistical analyses for the project team and other projects in the country portfolio.
- Identify critical gaps in interpretation and use of statistical information in the project team and its key national and state level stakeholders which could be barriers to the achievement of the projects objectives, and provide technical support and capacity building to strengthen the capabilities.
- Provide technical support and capacity building to the project team and its relevant stakeholders at national and state levels on GDPR and national data regulation to ensure high compliance in the project's results measurement.

Person specification

Qualifications and experience:

Essential:

- Postgraduate degree in statistics, epidemiology, mathematics, computer science or information technology
- Significant experience in data management and quality assurance
- Significant experience in the design and implementation of data collection and data management systems
- Significant experience in data analysis and evaluation, including statistical methods for testing hypotheses
- Experience in translating analytical data into information that is understood by diverse audiences
- Experience of collaborating with government institutions and non-governmental organisations or academic institutions
- Hands-on experience conducting large scale quantitative surveys

Desirable:

- Experience in programming, using Oracle Clinical, MS Access, PL SQL, SQL Plus Java or SAS
- Knowledge of project management techniques and tools
- Significant work experience in research or monitoring & evaluation
- Experience conducting qualitative data collection and analysis

Work-based skills:

Essential:

- Excellent knowledge of the statistical aspects of cluster randomised trials
- Strong statistical analysis skills and able to carry out advanced statistical analysis independently
- Good knowledge of advanced statistical techniques (e.g. regression analysis)
- Good knowledge of DHIS2
- Knowledge of GDPR and national data regulations
- Analytical thinking and problem solving skills
- Excellent planning and organising skills
- Excellent communication skills
- Excellent interpersonal skills and good team spirit
- Excellent knowledge in data management and statistical analysis software, including Excel and STATA
- Willingness to participate in field activities/surveys and travel to remote areas within the project study area
- Ability to meet deadlines, with accuracy and attention to detail
- Ability to work independently and under pressure
- Excellent report/manuscript writing and presentation skills

Desirable:

- Author of peer review publications
- Good understanding of effectiveness studies
- Skills in handling non-parametric data and methods of managing missing data
- Working knowledge of R, statistical software
- Skills in qualitative analysis

Core competencies:
Delivering results
LEVEL C- Supports others to achieve results <ul style="list-style-type: none">✓ Displays a positive and enthusiastic approach and is not deterred by setbacks, finding alternative ways to reach goals or targets.✓ Supports others to plan and deliver results✓ Supports others to manage and cope with setbacks
Analysis and use of information
LEVEL C- Works confidently with complex data to support work <ul style="list-style-type: none">✓ Interprets complex written information✓ Works confidently with data before making decisions: for example, interpreting trends, issues and risks✓ Acquainted with the validity, relevance and limitations of different sources of evidence
Interpersonal and communications
LEVEL C- Adapts communications effectively <ul style="list-style-type: none">✓ Tailors communication (content, style and medium) to diverse audiences✓ Communicates equally effectively at all organisational levels

- ✓ Understands others' underlying needs, concerns and motivations and communicates effectively in sensitive situations
- ✓ Resolves intra-team and inter-team conflicts effectively

Collaboration and partnering

LEVEL C- Builds strong networks internally and participates actively in external networks and think tanks

- ✓ Builds strong networks internally
- ✓ Participates actively in external networks and/or think tanks.
- ✓ Engages with relevant experts to gather and evaluate evidence
- ✓ Shares and implements good practice with internal and external peers

Leading and motivating people

LEVEL B- Manages own development and seeks opportunities

- ✓ Actively manages own development and performance positively
- ✓ Learns lessons from successes and failures
- ✓ Seeks and explores opportunities within Malaria Consortium which develop skills and expertise

Flexibility/ adaptability

LEVEL C- Supports others to cope with pressure

- ✓ Responds positively to change, embracing and using new practices or values to accomplish goals and solve problems and supports others to do the same
- ✓ Adapts team approach, goals, and methods to achieve solutions and results in dynamic situations
- ✓ Sets realistic deadlines and goals for self or team

Living the values

LEVEL B- Promotes Malaria Consortium values amongst peers

- ✓ Shows a readiness to promote Malaria Consortium's values amongst peers
- ✓ Promotes ethical and professional behaviour in line with Malaria Consortium's values

Strategic planning and thinking and sector awareness

LEVEL B- Is aware of others' activities and vice versa in planning activities

- ✓ Takes account of team members and others workload when planning.
- ✓ Maintains awareness of impact on other parts of the organisation, keeping abreast of other's activities, objectives, commitments and needs
- ✓ Has a good understanding of the sector in which Malaria Consortium works