



PREPARING YOUR JOB APPLICATION

- To prepare your application please complete the following;
 - Review the mission and ministry distinctives outlined on page 2
 - Review the position description outlined on page 3 - 4
 - Develop a 1 – 2 page cover letter outlining;
 - Why you are interested in the role.
 - How you would fit with Compassion's organisational identity and culture and
 - How your skills and experience suit the role.
 - Develop a concise resume outlining your qualifications and employment history.
 - Respond to the screening questions in the online application form

CONTACT US

- If you have any questions regarding the role, please email peopleandculture@compassion.com.au

ESSENTIAL INFORMATION ABOUT COMPASSION

MISSION

Compassion exists to release children from poverty in Jesus' name.

DISTINCTIVES

Christ-centred: We are dedicated to caring for the poor in response to God's call and giving hope to the hopeless by spreading the Gospel of Jesus Christ in an age-appropriate, culturally relevant and non-coercive way.

Child-focused: Children are the hardest hit by poverty, the least able to change their circumstances, and at the heart of Jesus' ministry. We address the holistic needs of the individual child so that they can become responsible and fulfilled Christian adults and change agents in their communities.

Church-based: We partner with local churches to implement our holistic child development model because they are uniquely placed to understand the real needs of their community and foster an environment of stability.

STATEMENT OF FAITH

1. **WE BELIEVE** the Bible is the inspired, the only infallible, authoritative Word of God.
2. **WE BELIEVE** there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. **WE BELIEVE** in the deity of our Lord Jesus Christ, in His Virgin birth, in His sinless life, in His miracles, in His shed blood for the remission of sins, in resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.
4. **WE BELIEVE** salvation is found only through Jesus Christ and requires individuals to acknowledge their sin, accept His forgiveness and repent.
5. **WE BELIEVE** that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
6. **WE BELIEVE** in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
7. **WE BELIEVE** in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto eternal separation from God.
8. **WE BELIEVE** in the spiritual unity of believers in the Lord Jesus Christ.
9. **WE BELIEVE** Jesus established the Church to carry out ministry on earth.

Section: Technology
Team: Reporting

Reports to: Senior Data Analyst

Primary Purpose

In response to God's calling and in the power of the Holy Spirit, the Data Analyst works to gather, analyse and communicate information that supports effective decision making by managers and employees. In addition, this role contributes to improving the currency, accuracy and decision-making value of information assets within Compassion Australia.

Key Accountabilities

- Provide automated standard reporting including high level summaries on results across all ministry programs, campaigns and appeals in order to inform Executive and Management Teams
- Analyse in-house database schema and its complexities, CRM data model and wider ministry systems to engage in data delivery and analysis
- Assist in the development of the ministry intelligence platform through increased functionality of new dimensions, measures and the visualisation of data to support automated reporting
- Evaluate effectiveness of existing data and systems, and develop new systems to improve workflow, quality and/or timeliness where appropriate
- Work independently, with multiple cross-functional project teams and business units to redesign complex business processes through the application of ministry information gained through analysis
- Provide operational support in the form of report trouble shooting, database extractions, generation of lists and one-off ad-hoc reports (including campaign analysis, ROI, retention and cancellation analysis, etc), user support and report maintenance activities
- Where required, provide expert consultancy within the various cross functional teams on a variety of topical / strategic items (e.g. supporter lifecycle, CRM business rule development, predictive modelling and forecasting)
- Other relevant duties as required

Selection Criteria (Job Specific Skills, Knowledge & Qualifications, Experience)

- Technical skills for writing intermediate to expert SQL for Microsoft SQL Server and building cubes using Microsoft Business Intelligence Development Studio (including understanding of MDX)
- Technical skills for using reporting tools such as Microsoft SQL Server Reporting Services, Crystal Reports or Cognos
- Able to discuss problems, analyse and formulate solutions with a range of technical and non-technical stakeholders
- Work autonomously and also participate effectively in a team environment.
- Advanced competency with Microsoft Excel
- Understanding of dashboards and performance reporting methodologies
- Understanding of relational and multi-dimensional databases
- Substantial experience with data extraction
- Strong experience in business information analysis and statistical data modeling using various databases and reporting tools
- Demonstrated experience applying knowledge gained through analysis to solving business and process problems

Communicates with influence: *Communicates with others in a compelling way, that leads to action and outcomes, ensuring alignment with Compassion's ministry values*

Success looks like:

- Positively influences, motivates and negotiates with team members and external partners to achieve outcomes
- Communicates with humility, grace and authenticity
- Pursues healthy and courageous conversations with team members, even in difficult circumstances
- Demonstrates active listening, seeking to understand the perspectives of others
- Communicates concerns or frustrations in a constructive manner
- Engages with communications across the ministry to ensure up-to-date knowledge and alignment

Delivers on the strategy: *Responsible for and committed to creating, leading and delivering strategic outcomes in accordance with the ministry strategy*

Success looks like:

- Is reliable and consistent in delivering on key objectives and responsibilities
- Meets deadlines and targets to deliver work on time, with a high quality
- Takes time to understand the strategies prior to delivering the task
- Demonstrates accountability for achievement of individual results

Demonstrates business acumen: *Learns and applies business principles and practices to deliver value, innovate processes and achieve results.*

Success looks like:

- Leads and manages projects and events in accordance with ministry methodology
- Understands our ministry context including our products, programs and supporter engagement
- Evaluates the success, value and effectiveness of projects and strategic initiatives
- Demonstrates awareness regarding external trends in discipline or industry, recognising how these may impact processes and functions
- Takes action to improve, innovate and transform processes
- Proactively responds and adapts to change, even when it's challenging
- Demonstrates digital knowledge and dexterity in order to engage with stakeholders

Develops effective relationships: *Intentionally builds healthy and authentic relationships that reflect our values and support ministry outcomes*

Success looks like:

- Pursues and achieves both effective working relationships as well as effective results and outcomes
- Demonstrates self-awareness and emotional intelligence that facilitates effective relationships
- Deepens relationships with internal and external partners through shared understanding and a posture of learning
- Readily receives feedback from both internal and external stakeholders, and actions accordingly
- Demonstrates empathy and care for others
- Puts Christ first in daily decision making

Leads high-performing teams: *Coaches and mentors team members, encouraging and challenging them to live out our ministry values and achieve results*

Success looks like:

- Recognises the importance and value of team work and actively participates in team projects
- Holds self and others accountable for performance and behaviours
- Actively seeks out feedback and coaching from others to improve performance and build team culture
- Collaborates with others within and outside of immediate team to achieve results