Within the framework of the Digital Skills for Youth Program, coordinated by Communautique, The Black Community Resource Centre is looking for a Analytics and Data Visualization Developer

Company: Black Community Resource Centre (BCRC)	
Job Title: Analytics and Data Visualization Developer	
Reports to: Managing Director	**Location: Montreal**
Start Date: September 21st 2021	**Status: Internship ending March 2002**
Salary: $	**Working Hours: 35**

Company Description

BCRC is a growing, resource-based organization that strengthens community capacity by providing professional support to organizations and individuals in need. The Centre is committed to helping visible minority youth rekindle their dreams and achieve their full potential. We provide and implement professional innovative support services to individuals, communities, para-public and public organizations. We also develop and run health, education, socio-culture, and community economic development programs.

Position Overview

Reporting to the Managing Director, the talented and forward thinking individual will work to design, create, deploy, and evolve our Knowledge Hub. Our growing research on the English speaking Black Community requires an experienced Data Analytics and Data Visualization Expert to accelerate the development of our visual analytics practice to support our Community. The candidate will be responsible for dashboard design, deployment, advanced data visualization, automated reporting applications, coding, testing, debugging, file maintenance routines and documentation of the Database design.

Duties and Responsibilities

- Work closely with the Research Team to solicit visualization requirements, recommend changes, create prototypes, demo prototypes, and provide thought leadership.
- Designing, developing, and maintaining user-friendly data visualizations and dashboards using complex datasets from different sources.
- Implementing best practices to ensure dashboard design consistency for the best user experience.
- Data analysis and presentation of findings
- Perform data object and reporting designs reviews
- Develop reports and deliver analytics
- Develop implementation plans and timelines

- Develop Data Warehouse structures and reports
- Unit test dashboards and reports
- Manage run and refresh schedules for dashboards and reports
- Perform bug fixing, maintenance and upgrades to code
- Maintain documentation for design, development and reporting work
- Deliver processes and procedures to facilitate Data Warehousing in conjunction with dashboards and reporting
- Provide recommendations for business processes improvement
- Other duties as required

Desired Skills / Qualifications

- Post-secondary Diploma (eg. DEP, AEC, DEC, undergraduate and graduate diplomas)
- Experience in BI Reports: requirements gathering, design and customization, testing, publishing reports.
- Knowledge of graphics and visualization tools such as Adobe CS 5 Suite including Illustrator, Photoshop, InDesign and Flash, Tableau, etc
- Experience with data analysis and data visualization using tools such as SAS, Excel, SPSS, MatLab/R, Qualatrics
- A good SQL level and/or Data Warehouse concepts;
- Outstanding data visualization skills;
- Hands-on attitude and capacity to communicate with team members;
- Very good interpersonal communication and bilingual both in French and English.

Eligibility criteria for the Digital Skills for Youth Internship Program

- Be between 15 and 30 years old at the start of the internship;
- Have completed post-secondary studies;
- Have the legal right to work in Canada;
- Be a Canadian citizen, a permanent resident or a person who has been granted refugee status in Canada;
- Not receiving employment insurance (EI) benefits during the internship;
- Self-assess as underemployed, that is, they are unemployed, employed below their educational level or have part-time jobs; and
- Not have already completed an internship as part of a Youth Strategy program of the Career Focus component.
- Not to do this internship in the context of their studies, nor be studying full time.

All interested candidates ready for this challenge are requested to send their resume to the attention of the Managing Director at: **md@bcrcmontreal.com**

Interviews will start as soon as September 3nd, 2021 priority will be given to early applicants.
Applications will be accepted until September 17th 2021.
Please note that we will only contact those candidates retained for an interview. Selected applicants must provide attestation to academic study. BCRC hires on the basis of merit and is strongly committed to equity and diversity within its community. At BCRC, we provide equal employment opportunities to the four designated groups and we welcome applications from women, Indigenous persons, persons with disabilities, and members of visible minorities, as well as from all qualified candidates with the skills and knowledge to productively engage with diverse communities. We thank you for your interest in working for BCRC!