

**Our Ref: 202/RRA/HR2021**

**Date: 30 July 2021**

## **JOB VACANCY**

Rwanda Revenue Authority is seeking to recruit self-motivated, qualified persons of high integrity to fill the following position:

### **DIRECTOR OF DATA SCIENCE UNIT (1 POSITION)**

Rwanda Revenue Authority has the ambition to become a data driven organization that sets an example in Rwanda on the application of modern data science. To do so, RRA has created a data science team since September 2018 composed today of 7 data scientists and analysts under the supervision of a principal data scientist. The role of the team is to help RRA improve compliance, revenue collection and the understanding of taxpayers' behavior. Since the beginning, the team was assigned to the Domestic Taxes Department that collects data from approximately 2.5 million sales transactions by VAT registered taxpayers each month.

Given the initial success of the team, RRA has decided to expand its reach on the path for RRA to become a full data driven tax authority. We are creating a data science unit and hiring people for 7 different positions. With this expansion, we will move to a central position in the organization and start applying data science projects across all departments. A dedicated Data Analytics team will be assigned to the Domestic Taxes Department to guarantee the continuity of what has already been achieved.

As part of the data science unit you will get the chance to work with a wide variety of data to deliver high impact value projects to improve compliance, revenue collection and the understanding of taxpayers behavior. They span through a wide range of the spectrum of data science going from data collection and quality control, machine learning applications, analytical reports, impact evaluation, data-driven decision-making and business intelligence dashboards. More than that, you will get the chance to have a positive outcome on the development of Rwanda. The data science team has a central role in the improvement of revenue collection that is much needed to achieve self-sustainability of the country.

## **Objective**

Under the Strategy and Risk Analysis Department, as the Director of the Data Science Unit, you will lead the data science initiative and define how RRA creates additional value through the utilization of its data assets and analytics. The unit will be assigned to medium/long term projects that support the business objectives of RRA across all departments. The unit is also in charge of providing technical support to the Data Analytics Team of the Tax Control Unit at the Domestic Taxes Department.

## **Duties and Responsibilities**

- Identify challenges and opportunities on which the data science initiative can create additional value through the utilization of its data assets and analytics.
- Drive the design of the data science infrastructure: data warehousing, computing infrastructure and workflow management solutions. Ensure that it is up to date with current trends and that it evolves to stay ahead of the strategic needs of the business.
- Manage and mentor the Data Science Unit and coordinate their projects and assignments. Guide them through the execution of their duties, encourage their professional growth and promote a project-based self-learning culture.
- Drive education and evangelization of data science throughout RRA by communicating the vision and use cases of advanced analytics.
- Coordinate with business side partners across departments to conceive, plan, prioritize and deliver projects aligned with RRA business objectives.
- Conduct workshops and presentations to share the progress, key findings, impact of projects and collect inputs with senior management and external stakeholders.
- Promote software development best practices: the use of gitlab, code documentation, unit testing, clean and proper coding that guarantees long term sustainability, continuous integration and delivery pipelines, team collaboration through merge requests and code reviewing.
- Promote the use of appropriate agile management techniques to plan, manage, deliver and generate learning from data science projects.

- Develop and have an approved annual work plan that highlights the expected performance schedule.

### **Qualifications and Experience**

- B.S or MSc in data science, mathematics, statistics, engineering, computer science, economics or any related technical subject.
- Experience working in the field of data science, data engineering or data analytics. 6 years if B.S or 4 years if MSc. A PhD in the field can count towards the years of experience.
- Demonstrate ability to supervise a dynamic team
- Experience building business cases for technical projects.
- Proven record of delivering value through the effective use of data.
- Experience with creating best practices and methodologies for technical projects.
- Experience interacting with senior management to build the bridge between business needs and the technical team
- Familiarity with data governance and quality control.
- Experience creating and deploying production ready data-driven solutions
- Experience with data modelling, data cleaning and enrichment.

### **Skills and Competencies**

- Proven ability to plan, manage and deliver projects using agile methodologies.
- Leader committed to his/her team and devoted to supporting their growth and success.
- Strong communication skills. Fluent in English
- Self-learner with excellent problem-solving attitude.
- Programming skills writing clean, maintainable and tested code. Ability to build scalable data products for a range of users within a technology context. Strong preference for Python, but will consider other relevant programming languages.
- Working knowledge of SQL and/or NoSQL databases.

## **HOW TO APPLY**

The procedure involves two steps:

1. Fill in the following online form: <https://forms.gle/was11dRYu2RUpoVZA>
2. Address an application to the Commissioner General of Rwanda Revenue Authority by email to [recruitment@rra.gov.rw](mailto:recruitment@rra.gov.rw). Your application should include:
  - a. Filled official RRA job application form (download here: <https://www.rra.gov.rw/index.php?id=110>)
  - b. Curriculum Vitae
  - c. Copy of National Identity Card
  - d. Copy of degree certificates.

Please take into account that we will only consider candidates that have both filled the online form and sent the supporting documents to [recruitment@rra.gov.rw](mailto:recruitment@rra.gov.rw) not later than **9 August 2021, at 5:00 PM.**

Done at Kigali on 30/07/2021.

**BATAYIKA Emery**

**Deputy Commissioner in charge of Human Resources**