
SALIENT

ADVISORY

Job Title Senior Consultant – Data & Statistics

Job Type Full-time

Location Kenya or Nigeria, with a preference for candidates based in Nairobi

ABOUT SALIENT ADVISORY

Health markets are shifting rapidly. We help clients accelerate transformational change.

Salient is a boutique healthcare consulting firm founded in 2020, with staff in Nigeria, Kenya, Morocco, South Africa, and Canada. We seek to reconstruct systems and approaches that are no longer fit for purpose in today's global health environment. We conduct analyses and support partnerships to use technology and innovations, adapt policy and financing, and elevate unheard voices to change global conversations and transform access to care. Our work has been featured in TechCrunch, CNN, Al Jazeera, Quartz, Bloomberg, CNBC, Devex, Stanford Social Innovation Review, Center for Global Development, the Brookings Institution, and more. We pride ourselves on excellence in our thinking and execution. We tackle complex challenges, operate with trust and accountability, embrace diversity and equality, and pursue growth.

OUR EVOLUTION

We're on a mission to build a leading healthcare advisory team focused on Africa, anchored in Kenya and Nigeria. We have grown in our first three years since we launched into a consulting team of 16, who provide advisory and strategy support to the Bill & Melinda Gates Foundation, Grand Challenges Canada, The Global Fund and more. We have also established innovative partnerships with leading industry actors such as MSD, Cencora, Microsoft and more. We are fortunate to have more demand than we can fulfill for which we are recruiting a Senior Consultant with strong data and statistics experience to respond to the growing demand, strategically building Salient into a data powerhouse and trusted health advisory practice, with global reach and influence.

ABOUT THE ROLE

As a core member of the consulting team, the Senior Consultant - Data & Statistics will drive the development of robust data management and analytic processes for our client engagements. Responsibilities will be varied and will include but are not limited to:

- 1. Conducting data analysis, reporting, and visualization for consulting projects.** The Senior Consultant - Data & Statistics will support consulting teams in designing and implementing research, including in the following contexts:
 - Development of analytic plans to address research questions.
 - Preprocessing of unstructured and structured data into analysis-ready datasets.
 - Analyzing large amounts of information to discover trends and patterns.
 - Presenting information using data visualization techniques.
- 2. Overseeing the design, execution, and communication of real-world evaluations of digital health interventions.** The Senior Consultant - Data & Statistics will support consulting teams in evaluating real-world impacts of digital health innovations on quality, affordability, access, and availability of healthcare goods and services in Africa, by:
 - Driving a process to select key evaluation metrics in alignment with clients, key stakeholders, and companies.

- Selecting and contracting an evaluation partner
 - Overseeing the development and timely execution of evaluation strategies and workplans, data collection, analysis
 - Synthesizing findings in clear, concise, and compelling reports for executive decision makers in government, global health institutions and donors.
 - Managing relationships across clients, evaluation partner and companies to enable timely and effective progress.
3. **Improving Salient’s data processes to support consulting services delivery.** The Senior Consultant - Data & Statistics will support the design of a framework for collecting, cleaning, warehousing, and retrieving research data for analysis. Key tasks will include:
- Identifying appropriate data collection tools (for quantitative and qualitative research) that Salient’s consulting teams will utilize on client engagements.
 - Development of quantitative and qualitative data collection procedures.
 - Development of procedures to monitor accuracy in real-time during data collection.
 - Overseeing data collection teams or partners, when required.
 - Reviewing and improving our approaches to data governance in research projects and companywide.
4. **Building Salient Advisory’s data practice for sustained impact and scale.** The Senior Consultant - Data & Statistics will achieve this through:
- Serving as our go-to expert on data process design, optimization, and coaching team members on quantitative and qualitative data analysis methods.

REQUIRED PROFESSIONAL EXPERIENCE

- Strong knowledge of key public health disciplines is mandatory, such as health policy and strategy, global health, healthcare supply chains, digital health, and health systems strengthening. This may be demonstrated via academic (degrees or publications) and / or professional training (diplomas or certificates of competency from reputable institutions).
- Experience conducting monitoring and evaluation of public health programs OR impact evaluations of digital health interventions is mandatory.
- Graduate-level degree, certification or professional experience in statistics is mandatory.
- Experience with statistical programming languages like R and Python is mandatory.
- 5+ years demonstrated experience in designing quantitative and qualitative research, overseeing data collection data, and conducting analyses of healthcare programs in Africa.
- Experience at a top-tier, global health consulting firm preferred.

OTHER SKILLS

- Database management – planning and design, modelling, querying (SQL), data wrangling and analysis is advantageous.
- Experience using business intelligence tools is advantageous (e.g., Tableau, PowerBI).
- Analytical mind and business acumen.
- Problem-solving aptitude.
- Excellent communication and presentation skills.

The **diversity** of our team is a core driver of the depth, nuance, and quality of our work. We recognize the historical exclusion of African leaders and women in the arena of global health and are working to develop systems, processes, and approaches to consistently advance equity within our company, partnerships, and our client work. Highly qualified candidates of all races, ethnicities, cultures, ages, genders, sexual orientations, gender identities and expressions, languages, social class, marital status, religions, veteran status, and disabilities are strongly encouraged to apply.

We are a **fully distributed** global team. We do not have a head office and most staff work remotely. Authorization to work in Nigeria or Kenya is necessary.

Travel up to 15% of the time may be required.

All Salient staff, regardless of location, have salaries benchmarked against role categories equivalently. Base **compensation** for this role ranges between \$65,000 - \$75,000 USD depending on experience. The role is also eligible for a performance-based bonus tied to achievement of company and personal goals. We offer a health insurance stipend, work-from-home stipend, paid sick leave, paid parental leave and more.