



JOB TITLE | GIS Specialist

JOB REFERENCE | JD_GIS_CAR_2020

LOCATION | London HQ or remote-based

REPORTING TO | Head of Special Projects

KEY RELATIONSHIPS | Analytics Unit; Head of Research; Tracing Unit

SALARY | Starting at £55,000 (or local currency equivalent) relative to experience

POSITION SUMMARY | CAR seeks a GIS specialist to support the organisation administer its dataset, further integrate its methodology with GIS mapping technologies, optimise collection and analysis tools, and contribute to the development of engaging outputs for a variety of audiences.

This is a role for someone with energy and dynamism. You might be new to the workforce with more practical skills than professional experience, or you might be an experienced professional desperate for a unique opportunity and new challenges.

BACKGROUND | CAR is the world's only organisation to specialise in tracking the supply of weapons and components into conflict-affected areas and fragile states.

CAR conducts field operations to generate concrete data on the origins of weapons, ammunition, and related materiel used in armed conflicts, in order to inform and support effective weapon management and control.

Founded in 2011, CAR exists to bring scientific rigour to understanding and addressing illicit weapon supplies globally. The organisation provides national governments, and regional and international bodies, with the information required to disrupt illicit supplies of conventional and improvised weapons.

CAR's approach recognises that the most effective way to determine the origins of diverted weapons is to observe and document them first-hand on the battlefield.

CAR places the physical 'weapon' at the centre of its investigations. Deploying alongside national defence and security forces, CAR field investigation teams recover unique, traceable information from weapons, ammunition, and related materiel.

With the cooperation of weapon exporters and their governments, CAR traces each item's transfer history through sales and supply records—from the place of manufacture to the point of diversion.

By aggregating data on thousands of traced items, CAR provides a dynamic, global picture of lawful weapon supply chains and where weaknesses in these chains permit diversion to unauthorised users.

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PURPOSE | CAR has recently migrated to the Esri ArcGIS Online solution and so needs a GIS Specialist to support its administration of the data while helping drive CAR's innovation around the use of data.

You will advance CAR's data governance and management systems in support of counter-diversion investigations. You will develop innovative, GIS-based tools and outputs that are central to CAR's global operations.

RESPONSIBILITIES | As part of CAR's Special Projects Unit (SPU), you will oversee CAR's data governance and support the Head of Special Projects with strategic initiatives focused on expanding CAR's data collection and visualisation capabilities.

Specific responsibilities will include:

- Support the Head of SPU with overall system development;
- Manage data entry, analysis, and validation processes;
- Produce data exploration and analysis tools (configure COTS and customising);
- Support field staff to enter field documentation data onto database;
- Publishing data to CAR's iTrace® portal (a public tool to map illicit small arms flows globally), and support management of CAR's public data dashboards;
- Optimise data collection tools;
- Collaborate on product design for donors and clients;
- Integrate and transform external data;
- Support the Head of Analytics to analyse field data;
- Support the Head of Research in producing public and commercial outputs;
- Provide analysis for CAR's outreach activities;
- Identify opportunities for system growth and improvement;
- Represent CAR at technical and policy outreach engagements;
- Report activity in various Unit meetings.

PERSONAL SPECIFICATION |

Experience:

- Five years practical experience in a 'creator' role within ArcGIS Online and/or Enterprise environments (experience with at least one tool is a strict requirement; experience with both is preferable). Applicants should be familiar with the following tasks:
 - Specific experience fulfilling administrator and product-design roles for an ArcGIS environment is highly desirable.
 - Maintaining (and identifying improvements for) a relational geodatabase schema.
 - Designing and building relational spatial and non-spatial databases is desirable.
 - Developing and maintaining ArcGIS-based mobile and desktop-based data collection tools (Survey123, Collector, etc.).

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- Developing and maintaining custom applications through ArcGIS AppStudio, or other methods, is desirable.
- Developing and maintaining ArcGIS-based web applications, including but not limited to: Operations Dashboard, Web AppBuilder, Insights, Experience Builder, and StoryMaps.
- Developing and maintaining complex customised widgets, and other web application elements, is desirable.
- Automating tasks within the ArcGIS platform through scripting, configuration, and other methods;
- Demonstrating patience, clarity, pragmatism, and sound method when providing technical assistance to non-technical colleagues;
- Debugging and troubleshooting both COTS and bespoke application deployments;
- Contributing to papers, briefings, and reports;
- Coordinating analysis in written, visual, and verbal presentations;
- Working with field and support operations staff to present outputs to an array of audiences; and
- Collaborating with various stakeholders (internal and external) to understand the requirements and potential of CAR's data.

Knowledge:

- Demonstrable experience with the following (at least one):
 - Arcade
 - Python (bonus for scripting within ArcGIS environment / APIs)
 - JavaScript (bonus for scripting within ArcGIS environment / APIs)
- Familiarity with the following (desirable but not required):
 - R
 - SQL
 - HTML
 - CSS

Skills:

- Strong data-centric technical skills;
- Rigorous analytical skills, careful editing, and fact-checking;
- Creativity, innovation, and ingenuity;
- Patience, tenacity, and a keen eye for detail;
- Fluency in written and spoken English is essential, whilst additional UN languages are a distinct advantage.

Other:

- Able to work remotely without constant direct oversight;
- Can demonstrate sound problem-solving abilities;
- Ability to work cooperatively with colleagues from different backgrounds and working in multiple time-zones; and
- Willingness to travel (2-3 times a year to London if residing outside, plus field and outreach trips when appropriate).

EMPLOYMENT TERMS |

Probation: Three months.

Contract: Permanent full time.

Holidays: 30 days per year (Jan to Dec) plus all statutory holidays.

EQUALITY, DIVERSITY, AND INCLUSIVITY |

Our goal is to be a diverse workforce that is representative, at all job levels. We are undergoing a process of change to ensure we as an organisation are committed to creating an environment of mutual respect; one where equal employment opportunities are available to applicants and teammates of all backgrounds and protected characteristics.

At Conflict Armament Research we believe that diversity and inclusion is critical to our success as a global organisation. As such, we aim to recruit, develop, and retain the most talented people from a diverse candidate pool.

APPLICATION PROCESS |

Please email a CV, GitHub or other portfolio, and a cover letter detailing your suitability for the role, and specifically how your technical abilities will add value, to recruitment@conflictarm.com. Please cite the reference number in the subject line.

Deadline: 23:59 GMT+1 – 21 September 2020.

Shortlisted candidates will be asked to provide a work sample and conduct a panel interview in October.

Starting date: As soon as feasible for the successful candidate.

Only shortlisted candidates will be contacted