



Mission

To invest in the dreams of families in the world's underserved communities as we proclaim and live the Gospel.

Method

We share the hope of Christ as we provide biblically based training, saving services, and loans that restore dignity and break the cycle of poverty.

Motivation

The love of Jesus Christ motivates us to identify with those living in poverty and be His hands and feet as we strive to glorify God.

Data Analyst

JOB DESCRIPTION

The data analyst supports HOPE International's mission by transforming data into clear, actionable insights that strengthen decision-making across the organization. This role partners closely with stakeholders to develop dashboards, reports, and analyses to improve operational effectiveness and illuminate program impact.

LOCATION:	Lancaster, PA or Kigali, Rwanda
DEPARTMENT:	Data & Business Analytics
REPORTS TO:	Data & Business Analytics Manager
BAND:	Professional
STATUS:	Exempt, full-time, domestic or international employee

FULL SUMMARY

The data analyst is an early career role on HOPE International's data & business analytics team. In this position, the analyst will use Power BI and SQL to build dashboards and reports, conduct exploratory and descriptive analyses, and communicate insights to non-technical audiences. The role emphasizes strong analytical foundations, curiosity, and a desire to grow technical skills while contributing meaningfully to mission driven work.

RESPONSIBILITIES

Promote and contribute to the fulfillment of HOPE International's mission and vision.

Data Analysis and Reporting

Use Power BI and SQL to analyze operational and program data from across the HOPE network.

Develop and maintain dashboards and recurring reports that surface trends, anomalies, and performance insights.

Support ad hoc analysis requests to inform decisions by leaders and functional teams.

Ensure data accuracy, documentation, and responsible use of data in all analyses.

Explore and thoughtfully leverage emerging analytics tools, including AI-enabled capabilities, in alignment with HOPE's values and data governance practices.

Occasionally provide in-person support for training, collaboration, or project initiatives with HOPE teams across the global network, including international travel, as appropriate.

Business Partnership & Communication

Clearly communicate technical findings to non-technical audiences across HOPE.

Collaborate with stakeholders across departments (e.g., operations, finance, development, listening, monitoring & evaluation) to understand business questions and translate them into analytical deliverables.

Manage and effectively prioritize your portfolio of data analytics projects using excellent organizational and communication skills.

Contribute to standardization and documentation of analytics processes and best practices.

Team Collaboration & Growth

Partner with other data & business analytics and technology team members to learn analytics best practices, tools, and workflows.

Participate in peer reviews of dashboards, queries, and analyses to build technical rigor.

Support ongoing improvements to self-service reporting and data literacy across the organization.

QUALIFICATIONS

Personal confession of Christian faith and commitment to the mission and vision of HOPE International.

Bachelor's degree in data analytics, data science, statistics, computer science, engineering, economics, or a related field.

1-2 years of experience in data analytics, computer science, or related disciplines preferred; experience with financial analysis strongly preferred.

Experience using Power BI for data visualization and dashboard development.

Working knowledge of SQL for querying and transforming data.

Strong analytical and problem-solving skills with attention to detail.

Ability to explain technical concepts and insights clearly to non-technical audiences.

Strong Microsoft Excel skills and experience with other Microsoft Office Suite products.

Strong organizational skills, including effective time management and prioritization of competing demands/multiple deadlines.

Eagerness to learn, receive feedback, and grow technical and professional skills in a collaborative team environment.

Exposure to statistics, Python, or R.

Exposure to AI-assisted analytics, automation, or productivity tools, with an emphasis on responsible and ethical use of data.

Familiarity with data modeling concepts or relational databases.

Demonstrated interest in microfinance, international development, and financial services.

Cross-cultural experience and/or additional language skills preferred.

HOW TO APPLY

Apply online at hopeinternational.org/take-action/careers. Due to the anticipated volume of candidates, we are unfortunately unable to respond to phone calls or individual inquiries.