

Jason Symons

Impact Monitoring & Data Specialist

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An expert in monitoring and evaluation, data management, research and analysis with 15+ years' experience in government and humanitarian, international development and social sector NGOs

- ▶ **Data Analysis & Management: SQL, Python**
- ▶ **Data Visualisation: PowerBI, Tableau, Plotly/Dash**
- ▶ **Data Collection Methodologies & Tools: Kobo Toolbox, ODK**
- ▶ **Business Intelligence & Data Warehousing: Google Cloud, Azure**
- ▶ **Programme & Organisation MEAL Frameworks**
- ▶ **MEAL Training & Capacity Building**
- ▶ **MEAL Systems & Processes: Design, Build & Implementation**

Professional History

Data Solutions Manager | CLEAR Global | September 2021 – Present | Full-time/Part-time, Remote

- Covering a wide portfolio of research, data and MEAL functions at CLEAR Global (formerly Translators without Borders), an international NGO supporting more effective two-way communication for speakers of marginalised languages in humanitarian and development contexts.
- Quantitative research and analysis projects supporting humanitarian responses including the war in Ukraine, 2022 Pakistan flooding and the Horn of Africa hunger crisis, plus advice and support to large-scale data collections such as Multi-sector Need Analyses.
- Developing tools, methodologies and products such as maps, visualisations and statistical analyses to inform humanitarian responders on the language and communication needs of affected populations.
- Developing and implementing MEAL processes for the organisation's varied activities across the world, from language technology to translation and training, including capacity building and mentoring.
- [Ukraine Language and Communication Data Platform](#) | [Language Data & Maps](#) | [Community Survey Results](#) | [Community Based Interpreters Impact](#)

Monitoring and Impact Data Consultant | March 2019 – Present | Freelance, Remote

Impact Data Analysis & Visualisation | Amnesty International Human Rights Education | December 2020 – August 2023

- Impact measurement data management, analysis and visualisation for 3 successive annual progress reports.
- Compiling and normalising 7 years of multi-lingual data reported by projects worldwide with data pipelines in Python and interactive dashboards in PowerBI providing insights on impacts and trends, plus advice and consultation on data collections and quality.
- [Dashboard](#) | [Progress Report 2021](#) | [Progress Report 2022](#)

Impact Measurement Capacity Building | Impact Hub Athens | October – November 2022

- Capacity building workshops and advice on frameworks, plans and tools for measuring the impact of [Kyklos Urban Sustainability and Circularity Laboratory](#) of [InCommOn](#), a Greek sustainable urban development NGO.

Data Management, Analysis & MEAL | The School for Social Entrepreneurs, UK | March 2019 – May 2021

- Design, development and management of a bespoke data warehouse and business intelligence system for impact and operational data built on Google Cloud, including data pipelines from Salesforce, Survey Monkey and other

Education and Qualifications

BA Hons. in Anthropology | Goldsmiths College/University of London, London, UK | 2002 – 2005

- Development; Politics, Economics and Social Change; Anthropology of the EU; Ethnography of Post-socialism; Representation and Contemporary Media; Main thesis on EU policy in the Balkans
- Student Awards Scheme prize for academic achievement

Professional and Other Training:

- Information Dashboard Design/Show me the Numbers; Perceptual Edge/Victoria University Professional and Executive Development; 2015
- International Development Skills Toolkit; MFAT; 2013-15
- Project Management; MFAT; Wellington; 2015
- Advanced Negotiation Skills; MTS Learning/MFAT; 2015
- Economics for Non-Economists; MFAT/Victoria University Professional and Executive Development; 2015

sources in Python and SQL and dashboards, visualisation and analytics in PowerBI.

- An overhaul of the organisation's impact monitoring framework, indicators, data and processes, including new tools and automated process for developing and implementing programme monitoring and data collections.
- Data analysis and support for programme evaluations, annual reports, funder and other external reporting, plus capacity building, support and advice on monitoring and evaluation including training and workshops.
- [Programme Dashboard](#) | [2018-19 Trustee Annual Report](#) | [2019-20 Trustees Annual Report](#)

New Zealand Ministry of Foreign Affairs and Trade (NZ Aid Programme)

Senior Data and Reporting Analyst | May 2018 – March 2019

- Strategic leadership and management of the data, statistics and reporting function for the New Zealand Aid Programme.
- Management and development of the Aid Programme's business intelligence system and data warehouse.
- Expert advice and input to statistical capacity development in the Pacific and international development data and transparency processes (SDGs, IATI), including representing New Zealand at the OECD in Paris.

Business Lead – Reporting | March 2016 – May 2018

- Design, build and deployment of new business intelligence platform, including data pipelines, data warehouse, reports, dashboards, and visualisations using MySQL and JasperSoft Business Intelligence Suite.
- Contribution to development and implementation of new Aid Management system, particularly on the design of impact measurement functionality.
- Tool development for emergency response management and contribution to responses to natural disasters and other crises in the Pacific region.

Monitoring & Results Advisor (Data & Statistics) | October 2013 – March 2016

- Development of the Strategic Results Framework to monitor progress against strategic goals including tools and systems for reporting and analysis for management, accountability and transparency.
- Advice and training for staff and partners on the design and implementation of monitoring and evaluation frameworks.
- Responsible for engagement in Pacific regional statistics development and coordination, including representing New Zealand at international fora.

Senior Programme Advisor/Funding & Reporting Analyst | Ministry of Social Development, NZ | September 2012 – October 2013

Advisor, Strategic Planning | Department of Corrections, NZ | May 2012 – September 2012

Advisor, Special Education | Ministry of Education, NZ | March 2012 – May 2012

Project Support | The Treasury, NZ | February 2012 – March 2012

Business Development Manager | Skill: National Bureau for Students with Disabilities, UK | March 2008 – February 2010