



Program: YLDP 2024

Position: Junior Analyst

Reporting to: Respective Director

Length of the contract: One year (with a possibility of extension)

Employment Type: Full time

Gross Salary: ETB 16,000 – 21,000

Who We Are

Precise Consult International PLC (Precise) is a premier consulting firm specializing in finance, investment, business intelligence, and private sector development advisory services. The firm is currently a leading advisory institution working towards empowering firms, farms, and industries in Ethiopia and providing services to a wide range of clients including businesses, governments, and not-for-profits. With an ideal mix of seasoned experts and young professionals, the company offers unmatched research capacity and knowledge leadership with a broad range of services required to help its clients make strategic decisions.

Precise strives to realize the vision “a proud, dignified, and prosperous Ethiopia” and helps its clients reach their full potential, achieve better performance, and transform their organizations. The company is committed to:

- Helping Ethiopia achieve business-led growth and transformation
- Creating competitive advantage through practical solutions
- Building capabilities of individuals and organizations
- Driving sustainable impact
- Providing opportunities for the personal growth of our team
- Teamwork with passion and trustworthiness

Job Objective:

Precise aims to nurture the next generation of leaders!

Young Leaders Development Program, YLDP is a one-year program that aims to provide practical knowledge and skills for fresh graduates from diverse academic backgrounds to compete in the development consulting industry, where their educational experience can be enhanced through rigorous work assignments and professional coaching.

The purpose of the YLDP is to lead to further employment within Precise and also for other game-changing companies throughout the nation. Therefore, there should be an expectation of employment at the end of the program depending on the evaluation process and their value-add to Precise.

Main Duties and Responsibilities

Young leaders, in close collaboration with their respective director/manager and other staff members of Precise, will be responsible for the following:

- Solve problems through gathering data and developing fundamental critical thinking skills.
- Work with management to prioritize business and information needs.
- Logically structuring client recommendations.
- Collect, interpret, analyze data results using statistical techniques and provide ongoing reports.
- Develop and implement databases, data collection systems, data analytics and other strategies that optimize statistical efficiency and quality.
- Acquire data from primary or secondary data sources and maintain databases/data systems.
- Fulfill administrative requirements in an accurate and timely manner.
- Identify, analyze, and interpret trends or patterns in complex data sets.
- Inform management any risks related with projects on time.
- Build an awareness of market trends and key competitors' activities
- Build and maintains strong professional relationships with peers in the team and from the client.
- Support the preparation of market-valued intellectual capital, including best practice deliverables.
- Reflect quality in all areas of assigned responsibility, using prescribed tools and methodologies to carry out work assigned, and document work performed.

Input from Precise

Precise will be working closely with YLDPs through comprehensive mentorship, constructive feedback, and on-the-job training.

At Precise, candidates will have the opportunity to collaborate closely with both internal and external experts across a range of sectors. Each candidate will be assigned a dedicated mentor, as well as a support system of senior and experienced professionals to help them navigate the real world, in addition to the training programs available to further develop their skills.

Qualification

✓ Enrollment:

- Enrolled in any degree program in an undergraduate school (prospective graduates) at the time of application; or
- Have completed at least three years of full-time studies at a university or equivalent institution towards the completion of a degree, if pursuing their studies in countries where higher education is not divided into undergraduate and graduate stages.
- The undergraduate must have a minimum cumulative 3.0 GPA in order to join the YLDP program.
- Involvement in extracurricular activities and previous work/internship experiences are a plus.

✓ Skills:

- Proficiency in English, Amharic, and computer literacy in standard Microsoft applications.
- Strong attention to detail.
- Competency in quantitative data analysis software (e.g. Excel, SPSS or Stata).
- Highly developed conceptual, analytical, and innovative problem-solving ability.
- Ability to establish priorities and to plan, coordinate and monitor tasks.
- Good time management and willingness to work occasional long hours and travel to the field as required.
- Ability to independently and proactively work as a team member with minimum day-to-day oversight.
- Strong interpersonal skills, self-motivated and result-driven, with ability to effectively build and manage networks and relationships for program promotion and issue-resolution.
- Ability to organize and complete multiple tasks by establishing priorities while taking into consideration special assignments, frequent interruptions, deadlines, available resources and multiple reporting relationships.
- Creative, innovative thinker with demonstrated openness to change and ability to manage complexities.
- Proven technical ability and experience in survey design, sampling methodologies, data analytics and statistical analysis.
- Ability to produce comprehensive and insightful reporting.

- Demonstrate the ability to successfully interact with individuals of different cultural backgrounds and beliefs, which include willingness to try and understand new ideas and assignments and be tolerant of differing opinions and views.

Review criteria:

Besides meeting the minimum eligibility requirements, the main criteria for the review of candidates for selection as YLDPs are his/her:

- ✓ Academic qualifications
- ✓ Experiences
- ✓ Written Assessments
- ✓ Interviews and observation

Induction/On-boarding

Upon arrival, the YLDP focal person should undergo:

- ✓ Formal introduction with the team and specific responsibilities.
- ✓ Orientation about Precise and the company's strategy document, policy, and about the respective service line strategic document.
- ✓ Briefing on the culture, vision, mission and core values of Precise.
- ✓ Briefing on the project to which the young leader will be assigned, its objectives, structure and inputs, with emphasis on his/her specific role and functions, and
- ✓ Briefing on the YLDP general procedure and administrative arrangements
- ✓ Briefing on company's policy, code of conduct, and compensation & benefits

How to apply:

The new program, YLDP 2024, is now accepting application!

Interested applicants should:

1. Fill out this [form](#).
2. Send your CV and cover letter to Talent@preciseethiopia.com with the subject line **"FIRSTNAME_LASTNAME_YLDP 2024 Application"**.

**Your CV should be in pdf and renamed in the format of "FIRSTNAME_LASTNAME_RESUME_YLDP 2024"*

**Your cover letter should be in pdf and renamed in the format of "FIRSTNAME_LASTNAME_COVERLETTER_YLDP 2024"*

NB:

- Application deadline: July 23, 2023.
- Only short-listed applicants will be contacted via telephone.
- Women applicants are highly encouraged to apply.
- Make sure to fill out the application form before sending CV and cover letter.
- An application will only be complete when filling the form and submitting CV and cover letter. A candidate who will only do one will not be reviewed or considered for the position.

*** We hire for attitude and train for skills! ***