



## Vacancy Notice INT03536

INTERPOL is the world's largest international police organization, with 195 Member Countries. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as Data Bases Expert within the Information Systems & Technology Directorate.

INTERPOL embraces diversity and is committed to achieving diversity and inclusion within its workforce. Qualified applicants from under-represented member countries and women are strongly encouraged to apply

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<b>Job Title:</b>	Data Bases Expert
<b>Reporting To:</b>	Head of the Application Support and Data Management
<b>Location:</b>	Lyon, France
<b>Duration:</b>	Three year*, Fixed-Term Contract
<b>Grade:</b>	4
<b>Number of post:</b>	1
<b>Level of Security screening:</b>	Enhanced
<b>Deadline for application:</b>	31 May 2023

\* Subsequent extension to this post will be subject to the terms of the Organization's Staff Manual, to satisfactory performance and to availability of funds.

Tests/interviews in connection to this selection procedure will likely take place approximately 1 to 3 weeks after the deadline for applications. Applicants are kindly requested to plan their availability during this period accordingly, in case they are short-listed.

Selected candidates will be expected to report for duty approximately one to three months after receiving an offer of employment at the latest.

This selection exercise may be used to generate a reserve list of suitable candidates that may be contacted to address Organization's potential staffing needs in the future.

INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL Member Countries, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.

INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean that staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision. Candidates are also encouraged to familiarize themselves with specific laws and policies that may impact their personal and family situation in the duty station to which they apply.

## INTRODUCTION OF POST

The holder of the post under the responsibility of the Head of the Application Support and Data Management, is responsible for the design, implementation, support, and maintenance of all databases, datalake and ETL infrastructures of the Organization.

In this role, he will drive the innovation within the Data management, by assessing the new technologies and studying opportunities to introduce them within our Infrastructure.

The data concerned are related to Non-Criminal, Criminal and Infrastructure products.

## PRIMARY DUTIES

### DUTY 1: Database management expertise

- Manages the technical lifecycle of the databases used by the Organization.
- Maintains current, knowledge on databases technology and recommends modifications of our standards as necessary.
- Creates and proposes technical design documentation which includes database design models, mapping, and standards.
- Defines operational procedures that will guarantee our SLA and operational requirement.

### DUTY 2: Datalake management expertise

- Manages the technical lifecycle of the datalake, any data storage and data manipulation tools used by the Organization.
- Maintains current knowledge of datalake, any data storage and data manipulation tools technologies that the Organization is using or could potentially use and recommends modifications of our standards as necessary.

### DUTY 3: Data governance

- Participates to the definition of the data governance rules (data life cycle, data security management, data quality).
- Enforces the data governance rules through tools and operational procedures.
- Organizes the data administration auditing procedures.

### DUTY 4: Technical referent

- Provides databases troubleshooting analysis skills (root cause analysis, alarm management, etc.).
- Defines the standard for database performance management, Data processing performance management, Database and Data processing monitoring management.
- Enforces the data processing security requirement defined by the Organization.
- Defines the roadmaps to prevent technological obsolescence and security management of our environments.
- Manages the training of the data team around the DRP management.
- Updates the operational procedures around the data management.

Perform any other duties as required by the Supervisor.

## REQUIREMENTS

All candidates will be assessed on the under mentioned requirements

Please only include professional experience for which you can provide official proof of employment (i.e. pay-slip indicating your functional title, work certificates, etc.). You could be asked to provide copies of such documents prior to interviews/tests. Any discrepancies found between the information stated in any of your application documents and the evidence of employment provided, will be considered misrepresentation and may lead to your disqualification from this selection procedure. This is especially important for your current and previous functional titles (they need to be exactly the same as the one in your contractual agreement), exact dates of employment, description of responsibilities and achievements, reason(s) for leaving and part-time work.

### Training/Education required

- University degree (3 to 4 years) in computer science, Engineering or equivalent field is preferred.
- Internationally recognized certifications in Database field.
- ITIL Certification.

### Experience required

- Minimum of 7 years in IT, including at least 5 years in Database design and operations in a multiple datacenters and mission critical environment.

### Specific technical skills required

- Knowledge about Relational Database Management Systems. Expert level knowledge of at least two of the following: Oracle Database, Microsoft SQL Server, Maria DB/MySQL, PostgreSQL.
- Knowledge of Non-relational DBs like MongoDB and Cassandra
- Knowledge of ETL tools (Talend, Nifi, etc.) and Dataviz tools (Qlik, Tableau, Power BI)
- Advanced knowledge of structured query language (SQL) and Python
- Advanced knowledge in the Hadoop technical stack (Datalake).
- Knowledge of General High Availability and data replication Technologies.
- Knowledge of Machine learning and artificial Intelligence Technologies.
- General understanding of data governance issues (data lifecycle, data quality, data security)
- Knowledge of ITIL methodologies and practices (change management, problem management, incident management, DRP, crisis management)

### Languages

- Working knowledge of English is required. Fluency in English is highly desirable.
- Proficiency as second official working language of the Organization (Arabic, French or Spanish) would be an additional asset.

### Special abilities required

#### COMPUTER KNOWLEDGE

- Good overall knowledge of operating systems and networks; accurate knowledge of databases.

#### GENERAL COMPETENCIES

- High level of human relations skills.
- Organized, methodical, efficient.
- Ability to listen and to co-ordinate. High level of human relations skills.
- Proactivity, ability to suggest database infrastructure improvements and optimizations.
- Efficiency in emergency, critical situations.
- Ability to deal with several issues simultaneously.
- Ability to understand and deal with priorities, in coordination with the ability to understand business rules and therefore business impacts of technical issues.
- Teamwork and reporting
- Integrity and commitment

## WORKING CONDITIONS

- Remuneration for appointment on contract: Salary scales of all duty stations of INTERPOL can be found at <https://www.interpol.int/What-you-can-do/Careers/Vacancies>. The starting point is step 1 and one additional step will be granted for every 3 years of fully relevant experience. The salary scales of INTERPOL's officials are adjusted at least once per year (more under exceptional circumstances) on the basis of the methodology used for the calculation of the Purchase Power Parity (PPP).

- The successful candidate may be offered appointment on a higher step depending upon professional background and experience. For more information regarding conditions of service see Employment conditions for contracted officials available on the Organization's career website (<https://www.interpol.int/What-you-can-do/Careers>).
  - The incumbent may occasionally be required to work occasional overtime based upon workload and to go on missions.
  - In order to be a staff member at INTERPOL the proof of fully COVID-19 vaccination status is a mandatory requirement. The person is considered fully vaccinated if he/she has taken all the doses (initial and booster doses) required by the local health authorities of his/her country of residence/origin. This may imply a reduced number of doses if the person has recovered from COVID-19 infection (requirement for recovery certificate). Please note this as you apply for the position advertised.
  - Within the limits of the applicable regulations in the duty station, INTERPOL supports selected candidates' visa applications and/or special residence permits.
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In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.

- INTERPOL has four official languages: English, French, Spanish and Arabic.
- INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or upper grade, to make an appointment with a modified job description or for a shorter or longer duration than indicated above.
- INTERPOL would like to inform candidates that their application may be considered for other similar positions.
- INTERPOL operates a non-smoking policy.