

SOIL Haiti



Data and Technology Specialist Recruitment Posting

SOIL

Founded in 2006, SOIL (Sustainable Organic Integrated Livelihoods) is a Haitian non-profit organization dedicated to expanding access to climate-positive sanitation solutions. Our work goes beyond improving public health—we also contribute to food security, economic development, and ecological resilience.

SOIL currently provides high-quality household sanitation services to over 3,900 families in Haiti's Northern Department. These services are supported by an integrated system for waste treatment and transformation. We plan to expand our services to reach more than 8,000 families in the coming year. Our team of 60+ professionals brings expertise in diverse areas including social enterprise, public health, sanitation, ecology, agriculture, finance, community engagement, and marketing. Learn more at www.oursoil.org.

JOIN OUR TEAM

SOIL is seeking a strategic and technically skilled Data and Technology Specialist to join our team and help shape the organization's technology direction. The ideal candidate will provide immediate support while developing and executing a comprehensive IT strategy that supports SOIL's mission and operations.

Position Title	Data and Technology Specialist
Position Location	Cap-Haitien
Position Type	Full-time
Publication Date	11 August 2025
Deadline	ASAP – rolling recruitment
Start Date	ASAP

POSITION SUMMARY

Reporting to the Chief Operating Officer (COO), the Data and Technology Specialist will oversee SOIL's IT infrastructure, systems, platforms, and data management tools. They will supervise a team of two IT staff and play a key leadership role in building a strong, data-informed organizational culture.

The Data and Technology Specialist will have experience with change management, team development, service delivery, and driving innovation within a mission-driven organization. They will bring both technical proficiency and strategic vision, identifying and implementing systems and technologies that enhance organizational performance



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Key Responsibilities

- Design and implement a comprehensive technology strategy aligned with SOIL's organizational goals.
- Oversee IT infrastructure, systems, and networks to ensure high performance and reliability.
- Manage day-to-day operations of essential platforms, software, and applications.
- Lead the planning, execution, and delivery of all IT-related projects.
- Manage technology procurement aligned with strategic objectives.
- Administer and support SOIL's data collection platform (Taroworks) and CRM (Salesforce).
- Develop and manage dashboards (Metabase) and associated tools (dbt, Fivetran, BigQuery).
- Collaborate with the Operations Leadership team to assess and prioritize technology needs.
- Develop and implement IT risk mitigation strategies.
- Stay current on emerging technologies for continuous improvement.
- Create and maintain documentation and written protocols for IT-related processes.
- Promote a data-driven culture within the organization.
- Manage relationships with external technology vendors and service providers.
- Develop and manage the IT budget with a focus on growth and cost efficiency.
- Perform other duties as assigned and agreed upon.

QUALIFICATIONS

- Minimum 5 years of progressive experience in IT with demonstrable results.
- At least 2 years of team management or supervisory experience.
- Experience addressing data collection, analysis, and integration challenges.
- Strong knowledge of IT systems, tools, and trends.
- Experience administering Salesforce and working with SQL, R, or similar tools.
- Solid project management skills including planning and implementation.
- Excellent communication across diverse teams.
- Ability to build and maintain relationships internally and externally.
- Familiarity with NGO technical needs.
- Fluency in Haitian Creole and English (written and spoken)

HOW TO APPLY:

Send your application by email to jobs@oursoil.org with the subject line "SOIL Data and Technology Specialist."

Applications may be submitted in English, Haitian Creole, or French and must include only the following three items:

- A cover letter explaining your interest in and qualifications for the role.
- A current CV.
- Contact details for three professional references (you will be notified before references are contacted).

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Incomplete applications will not be considered. Please do not send additional documents unless requested.

SOIL is an equal opportunity employer and strongly encourages women to apply.