Job Posting: Junior Data Engineer

Who we are: World Pediatrics partners with governments, health workers, and organizations to ensure that children in lower-resource settings have access to safe, timely surgical care. When children are healed, the social and emotional health of families is restored, and the economic productivity of communities is strengthened.

OUR CORE VALUES

- **Kids First:** We are accountable to the children.
- **Equitable Access:** We empower opportunity.
- **Rooted in Community:** We build for a sustainable future.
- **Best Practice to Next Practice:** We innovate and transform.
- **Shoulder-to-Shoulder:** We operate with unity and integrity.

Learn more about us by visiting https://worldpediatrics.org/.

Job Scope:

The Junior Data Engineer supports the development, integration, automation, and reliability of World Pediatrics data systems. This role builds and maintains connections among fundraising, financial, communications, payment, and reporting platforms; develops data pipelines and automated workflows; monitors data quality; and helps ensure organizational data is accurate, timely, secure, documented, and available for operational and executive decision-making.

ESSENTIAL DUTIES HIGHLIGHTS:

The role includes but is not limited to data pipeline development, API integration, workflow automation, technical documentation, data quality monitoring, troubleshooting, and basic Domo dashboard support.

Data Pipelines

- Develop and maintain data pipelines to support accurate and reliable data movement between systems.
- Create reusable data transformations and validation processes to improve data consistency and reporting.

API Development

- Develop, maintain, and troubleshoot API integrations between organizational systems.
- Support automated data synchronization, authentication, and integration updates.

Workflow Automation

- Design, implement, and monitor automated workflows to improve operational efficiency.
- Develop automated data quality checks to identify errors, duplicates, and inconsistencies.

Documentation

- Maintain technical documentation, including data mappings, system integrations, and workflow processes.
- Document technical issues, resolutions, and process improvements.

Technical Support

- Troubleshoot data imports, exports, integration failures, and system connectivity issues.
- Communicate technical issues and resolutions clearly to internal stakeholders.

Domo Support

- Provide basic support for Domo dashboard development, maintenance, and reporting needs under the guidance of CRM managers.

MINIMUM QUALIFICATIONS

- Bachelor's degree in computer science, data engineering, information systems, or a related field; equivalent relevant experience may be considered.
- Foundational experience with SQL, relational databases, data transformation, and data validation.
- Experience through employment, internships, academic projects, or independent projects with APIs, data pipelines, scripting, or workflow automation.
- Ability to troubleshoot data movement, authentication, imports, exports, and scheduled data jobs.
- Familiarity with data warehouse concepts, including staging, fact, and dimension tables.
- Working knowledge of Python, Scala, Java, or another scripting language preferred.
- Experience with donor CRMs such as DonorPerfect, financial systems, payment platforms, or Microsoft 365 preferred.

ADDITIONAL QUALIFICATIONS DESIRED

- Prior work experience in a nonprofit environment preferred.
- Experience with DonorPerfect, Domo, financial systems, payment platforms, or Microsoft 365 preferred.
- Strong commitment to ethical data stewardship and safeguarding confidential donor, financial, and organizational information.
- Ability to maintain clear technical documentation, diagrams, field mappings, and support notes.

WORK ENVIRONMENT

- Full-time hybrid role with three in-office days per week; Mondays and Wednesdays are required in-office. Richmond, VA is the preferred location; candidates in other World Pediatrics markets—Atlanta, GA; St. Louis, MO; or Raleigh, NC—may also be considered.
- Regular use of a computer, cloud platforms, databases, and collaboration tools for extended periods.
- Occasional work outside normal business hours may be needed to address critical integration failures, system changes, or scheduled deployments.
- Ability to work independently and collaboratively with internal teams and external technology vendors.

PHYSICAL DEMANDS include but are not limited to:

- Regular use of a computer, cloud platforms, databases, and collaboration tools for extended periods.
- Ability to communicate effectively in person, by phone, and through virtual collaboration tools.

COMPENSATION & BENEFITS:

This annual starting salary range for this position is $72,500-$80,000 based on experience.

In addition, our benefits include 100% company-paid employee coverage for all health and dental insurance offered, a retirement plan with a company match, 11 ½ paid holidays, 2 floating holidays, and four weeks of PTO in year 1. We believe in a modern approach to Paid Time Off that aligns with flexibility and goes beyond the norm or required.

HOW TO APPLY:

If you are seeking to grow with an organization that is passionate about providing thousands of children with access to lifesaving and life-changing care, we would love to talk with you.

To apply, please submit your resume and cover letter to *recruiting@worldpediatrics.org* by November 13, 2026.

World Pediatrics is committed to creating an inclusive work environment and welcomes applications from all genders, races, religions, sexual orientations, ages, and any other group that can bring diverse perspectives to our organization.