02 December 2025

The Public Investment Corporation SOC Limited (PIC) is an asset management firm, whose mandate is to make investments in various sectors of the economy on behalf of public sector entities. Amongst our clients are the Government Employees Pension Fund, the Unemployment Insurance Fund and the Compensation Fund. Over the years, we have grown to be amongst the top, large investment managers in South Africa and the rest of the African continent, with current assets under management at just over R3 trillion. At the centre of our growth is a team of self-driven professionals who are results-focused.

We are currently seeking applications from dynamic individuals for the following position:

- **Position: Data Analyst (Re-advertisement)**
- ***Job Grade: D3– D5**
- **Ref: DA001**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

The Data Analyst is responsible for conducting full lifecycle technical data analysis (including requirements, design, modelling, data mining, visualisation and optimisation). This role provides data analytics which can be used by the organisation to achieve business objectives through reporting trends, predictive modeling, as well as analysing business processes and opportunities.

Requirements:

- Bachelors' Degree in Information Technology, Management Information Systems, Computer Science, Computer Engineering or similar.
- Minimum of 6 years' experience in data analytics, data engineering or analytics role, with at least 4 years' experience in a financial services institution.
- Knowledge of asset management or investment fund industry, including securities, financial instruments, indices and related market data.

- Demonstrated experience in sourcing, cleaning and validating data from diverse systems, with a strong focus on maintaining data integrity, consistency, and quality throughout the analysis lifecycle.
- Strong understanding of logical and physical data modelling concepts, principles and practices including implementation in relational and cloud-based data platforms (e.g., Azure Synapse, Microsoft Fabric).
- Demonstrated experience in using data manipulation and analysis tools including T-SQL, Python, Microsoft R, Azure Databricks, Azure Data Factory, and Azure Synapse Analytics within a cloud-based data ecosystem.
- Proven working experience with data analysis and visualization tools such as Tableau, Power BI, and IBM Cognos.
- Familiarity with Microsoft Fabric components such as Lakehouse, Dataflows, Data Factory and Power BI.
- Exposure to Microsoft Purview for data cataloguing, lineage tracking, and governance awareness.
- Knowledge of metadata and master data concepts and practical applications in both transactional systems and data lakes environments.
- Full project management, agile methodology and development life cycle experience.
- Strong knowledge of Data Management Association (DAMA) DMBOK.

Duties:
- Design and maintain dashboards and reports using tools like Power BI, IBM Cognos while ensuring data visualizations are clear, accurate, and aligned with business goals.
- Collaborate with business stakeholders to gather requirements and deliver insights and support decision making.
- Conduct in-depth analysis and mining of complex business data to identify trends, patterns, and anomalies to support business.
- Documenting technical specifications for data solutions that specify pertinent information such as data sources-to-target maps, types, structure (logical and physical models), flows, data dictionary transformations, storage, and reports.
- Analyse and resolve problems in existing data / extracts / reports / queries and then implement corrective actions.
- Provide and apply quality assurance best practices for data analysis services across the organization.

- Lead the acquisition and management of data feeds services (e.g., JSE, Bloomberg, Iress, LSEG, MSCI, etc.) and subscription services across the organisation.
- Participates in project planning, daily stand-up meetings (scrums), reviews, retrospectives, sprint and release planning, and other related meetings.
- Identify and manage data risks in line with PIC Enterprise Risk and Data Management frameworks.
- Create awareness within the IT team and put in place a process of addressing and managing data issues.

Competencies and skills:

- Technical in-depth knowledge of data scripting languages and tools.
- Automation of data related tasks using relevant industry tools.
- Solid understanding of data analytics concepts, architectures, and processes.
- Good knowledge of cloud computing and hosted services.
- Excellent numerical and analytical (including statistical) skills.
- Good understanding of agile methodologies, values, and procedures.
- Proficient in extracting, profiling, manipulating, correcting, and analyzing data.
- Effective team player with solid leadership and time management.
- Exceptional analytical, conceptual and problem-solving abilities.
- Good knowledge of applicable data privacy practices and laws.
- Ability to multitask and work under pressure with minimal supervision.
- Ability to create and maintain written technical, user, and system documentation.
- Good team player with excellent interpersonal, leadership and organisational skills.
- Relationship Management.
- High attention to detail.
- Customer centricity.

Our firm values diversity and excellence and is committed to realising these across all operations and investment activities. If you are dynamic, resilient, agile, disciplined and eager to be part of a team that is focused on creating meaningful change, you are encouraged to apply for this position.

Closing Date: 19 December 2025

* Grade Range: The grade range for this position is from D3 – D5, commensurate with applicable minimum requirements.

The PIC is an equal opportunity employer and aligns appointments with its Employment Equity Plan.

Please forward a copy of your comprehensive curriculum vitae to: **Recruitment1@pic.gov.za**

Privacy Notice: By submitting your application, you consent to the PIC processing your personal information as per applicable laws and the PIC Privacy Policy available on the PIC website (www.pic.gov.za). You are free to withdraw your consent at any time, after which, the PIC may cease processing your application.