**Slide Talking points**

**Introduction (1 minute):**

Start with a personal story or anecdote that relates to the impact of transportation on the environment or community. For example, you could share a story about a memorable experience you had using public transportation in a city that has successfully implemented sustainable transport.

Transition to the broader context of Costa Rica's commitment to net-zero emissions and the role of transportation in achieving this goal.

**The Vision of the Light Rail Project (1.5 minutes):**

Paint a picture of what the Light Rail at the Metropolitan Area Costa Rica project represents for the future of the country. Describe the vision of a bustling, vibrant city connected by a sustainable, low-emission transport system.

Highlight the intended outcomes of the project, such as increased usage of sustainable transport and reduced economic costs of mobility, using vivid imagery and storytelling.

The Other Side of the Tracks: Unintended Outcomes (2 minutes):

Shift the tone to introduce the unintended outcomes. Use a story or analogy to illustrate the concept of gentrification and displacement, perhaps comparing it to a well-known fairy tale or movie plot where unintended consequences play a role.

Emphasize the importance of acknowledging and addressing these outcomes to ensure the project truly benefits the community as a whole.

**Measuring Impact: Indicators and Data Sources (1.5 minutes):**

Use a metaphor to explain the role of indicators and data sources in evaluating the project's impact. For example, you could compare it to a doctor using various tests and tools to diagnose a patient's condition.

Briefly touch on the key indicators and data sources, making sure to keep the language accessible and engaging.

**Peeling Back the Layers: Methodologies for Analysis (2 minutes):**

Describe the methodologies for analysis as if they were detective tools used to uncover the deeper story behind the project's impact. Use a narrative style to explain how sentiment analysis, quantile regression models, and change detection algorithms help reveal the project's multifaceted effects.

Include a short, relatable example to illustrate how one of these methodologies works in practice.

**Conclusion and Q&A (2 minutes):**

Conclude with a call to action or a thought-provoking question that encourages the audience to think about the broader implications of sustainable transportation projects.

Invite questions from the panelists, expressing your enthusiasm for engaging in a dialogue about the project's challenges and opportunities.

Throughout the presentation, use engaging visuals, maintain eye contact, and vary your tone and pace to keep the audience's attention. Remember, the goal is to tell a compelling story that resonates with the panelists and leaves a lasting impression.

Introduction: Pitch Before the panel interview

(Hello, my name is Onki, and I am a data scientist with more than four years of experience in transforming complex datasets into clear insights and actionable policy recommendations. My expertise lies in machine learning programming, particularly natural language processing method , and AI policy, complemented by a strong proficiency in visualization tools, impact evaluation, and survey design.

I have successfully led projects across diverse sectors, including COVID-19 response, food security monitoring, blockchain education, and UN trust fund management. These projects have resulted in significant outcomes, such as enhancing transparency in monitoring UN coporate management, streamlining evaluation processes, building digital literacy among UN employees, improving stakeholder satisfaction through text analytics, and optimizing operations with automated data processing solutions.

As I seek my next role, I am particularly interested in a position within the evaluation and climate change field. I am drawn to opportunities that allow me to leverage my statistical skills and apply a holistic evaluation framework to address pressing environmental challenges. My commitment to data-driven decision-making and my passion for sustainable development make me well-suited to contribute meaningfully to the Independent Evaluation Unit of the GCF.)

**Question Bank:**

**Understanding of the Green Climate Fund (GCF):** Can you elaborate on your understanding of the GCF's mission and how your experience aligns with its objectives?

My understanding of the GCF's mission is to support developing countries in their efforts to respond to climate change by providing financial resources for low-emission and climate-resilient projects. The IEU plays a crucial role in this mission by ensuring that the GCF's initiatives are evaluated independently to inform strategic decisions and improve accountability. In my previous roles, I have conducted evaluations and analyses that align with the IEU's functions. For example, I have undertaken independent evaluations to inform strategic decisions, similar to the IEU's evaluation function. I have also been involved in disseminating lessons learned and communicating results to stakeholders, which aligns with the IEU's learning and communication function. Additionally, my experience in providing advisory services and supporting capacity-building initiatives resonates with the IEU's advisory and capacity support function. Therefore, I believe my background and skills are well-suited to contribute to the IEU's mandate and support the GCF's mission.

**Data Analysis Skills:** You mentioned using sentiment analysis and quantile regression models in your presentation. Can you provide an example of how you have applied these techniques in a previous project to inform decision-making?

In my previous role at the UNDP Effectiveness Group, I applied sentiment analysis to extract insights from survey responses to gauge staff’s opinion on remote work arrangement during COIVD-19. For quantile regression models, I used them to analyze the impact of environmental policies on different income groups, helping to inform more equitable policy decisions."

**Handling Unintended Outcomes:** In your presentation, you discussed unintended outcomes of the Light Rail project. How would you approach the evaluation of such outcomes in your role as a Data Specialist?

When evaluating unintended outcomes, I prioritize a comprehensive and participatory approach. This involves engaging with affected communities and stakeholders to gather qualitative data, combined with quantitative analysis to measure the extent of these outcomes. I believe in transparent communication of findings to ensure that all voices are heard and considered in project adjustments.

**Stakeholder Engagement:** You've worked with various stakeholders in your previous roles. How would you engage with stakeholders to gather and incorporate their perspectives into your evaluations at the GCF?

In my experience working with the World Food Programme, I regularly collaborated with stakeholders from different sectors, including government officials, country offices, NGOs, and grass root communities. I believe in active listening and open dialogue to understand their perspectives and incorporate their feedback into evaluations. This approach fosters trust and ensures that evaluations are relevant and impactful.

**Technical Proficiency:** Can you discuss your experience with Power BI and other data visualization tools? How have you used these tools to communicate complex data insights to non-technical audiences?

I have extensive experience with Power BI, using it to create interactive dashboards that present complex data in an accessible way. For example, I developed a dashboard for south-south cooperation fund managers at UNDP to monitor portfolio performance, incorporating visualizations that highlighted key trends and outliers. I prioritize clear, concise visualizations that can inform decision-making for non-technical audiences, such as accountants, chief of office, and donors.

**Sustainability and Environmental Impact:** Yourpresentation focused on environmental impacts. How do you ensure that your evaluations consider both environmental sustainability and social equity?

In my evaluations, I use a holistic framework that considers both environmental sustainability and social equity. This involves not only measuring carbon emissions and ecological impacts but also assessing how projects affect local communities, particularly vulnerable populations. By balancing these considerations, I aim to contribute to sustainable and inclusive development outcomes.

**Project Management:** Can you describe a project where you had to manage multiple data sources and ensure data integrity? How did you handle the challenges?

In a project where I had to manage multiple data sources for evaluating a regional development initiative, I established a rigorous data management protocol to ensure data integrity. This involved regular data validation checks, secure storage practices, and clear documentation of data sources and methodologies. When challenges arose, such as data inconsistencies, I communicated transparently with co-workers, such as engineers from data warehouse, and also my manager to resolve the issues.

**Adaptability:** The GCF operates in a dynamic environment. Can you provide an example of how you have adapted your analytical approach in response to changing project requirements or unexpected data challenges?

In a rapidly changing project environment, I adapt my analytical approach by staying flexible and open to new information. For instance, when unexpected data limitations emerged in a climate resilience study, I quickly pivoted to alternative data sources and adjusted my analysis framework accordingly. This agility allowed me to still deliver valuable insights within the project timeline.

**Professional Development:** How do you stay current with the latest developments in data science and evaluation methodologies? Can you share an example of how you have applied a new technique or tool in your work?

Over the next 5 years, I see myself contributing to the GCF's goals by advancing the use of data-driven evaluations to optimize the impact of climate finance. I plan to develop my skills in emerging areas such as AI, data governance, and project management skill to enhance the precision and scope of evaluations, supporting more effective and efficient allocation of resources.

**Long-term Vision:** Where do you see yourself contributing to the GCF's goals in the next 5 years, and how do you plan to develop your skills to meet the evolving needs of the organization?

Over the next 5 years, I see myself contributing to the GCF's goals by advancing the use of data-driven evaluations to optimize the impact of climate finance. I plan to develop my skills in emerging areas such as generative AI and remote sensing to enhance the precision and scope of evaluations, supporting more effective and efficient allocation of resources.

**Why do you want to join the GCF?**

**I am passionate about contributing to global efforts to combat climate change, and I believe the GCF plays a critical role in mobilizing resources for climate action. Joining the GCF would allow me to apply my skills in data analysis and evaluation to support impactful projects that promote sustainable development and resilience in vulnerable communities. I am eager to be part of an organization that is at the forefront of addressing one of the most pressing challenges of our time.**

**Describe a conflict situation and how you resolved it:**

***Version 1:* In a previous project, there was a conflict between team members regarding the interpretation of data results. To resolve this, I facilitated a meeting where each team member could present their perspective and analysis. We discussed the differences and, through open dialogue, identified the root cause of the discrepancy, which was a misunderstanding of the data source. I proposed a collaborative approach to re-analyze the data together, which helped to build consensus and strengthen team cohesion. This experience taught me the importance of clear communication and inclusive decision-making in resolving conflicts.**

***Version 2:* In a previous project, my colleague and I had differing opinions on our data cleaning and digitalization strategy while developing a demo for donors. I advocated for a data-driven approach, aiming to consolidate disaggregated data into a single repository, while my colleague preferred a more conservative method, opting to maintain the dataset across multiple folders and Excel workbooks.**

**Assuming a leadership role, I initiated an open discussion, highlighting our common objective of creating a comprehensive dashboard for donors to monitor our performance. By actively listening to her concerns, I understood that she was worried about the increased workload of managing all project and financial entries in one workbook. To address this, I facilitated a compromise that integrated her entries using specific formulas.**

**This disagreement became a collaborative opportunity, demonstrating my leadership in reconciling conflicting perspectives. The experience underscores my ability to navigate disputes diplomatically, build consensus, and steer the team toward an integrated solution that ultimately enhanced project outcomes.**

***Version 3:* In a previous project, a colleague and I crashed over a project timeline. They favored an aggressive schedule jeopardizing quality. Leveraging strong negotiating skills, I initiative a private dialogue, respecting their view while expressing quality concerns. Through empathetic communication, emphasizing our shared goal of excellence, we revisited the timeline collaboratively. We reached a compromise, balancing efficiency and maintaining high standards.**

**Weakness:**

**I sometimes find it difficult to delegate responsibility when I’m confident about my bandwidth to complete the task well by myself. I take a lot fo pride and ownership in my work, and have strong desire to ensure that everything is done to the highest standard. However, I recognize that this can lead to burnout and limit the growth of the entire team. To address this weakness, I’ve been actively working on entrusting responsibilities to others. I’ve been working on my communication and coaching abilities to provide clear and easy to follow instructions to my colleague. Additionally, I spent 2-3 hours per week to coach my colleagues in a one-one session in using certain tools to help them finish task more efficiently.**

**Questions for Panelist:**

**For the Talent Acquisition Specialist:**

1. **"Could you share more about the team dynamics and work culture within the Independent Evaluation Unit? How do you envision the Evaluation Data Associate contributing to this environment?"**
2. **"in the job description, it mentions the need for aligning quantitative methods to complex research questions. Could you provide an example of a recent evaluation project where the IEU faced a particularly challenging research question and how the team used quantitative methods to address it? I'm curious to learn how my skills in data analysis and statistical methodologies could contribute to such projects at the GCF.**

**For the Accreditation Specialist:**

1. **In the context of accreditation, how does the Independent Evaluation Unit integrate its findings to ensure that projects and programs align with the Green Climate Fund's standards and objectives? How does the role of an Evaluation Data Associate support this process?"**

**For the Evaluation Specialist:**

1. **Given the complexity of evaluating climate change interventions, how does the Independent Evaluation Unit prioritize its evaluation activities? As an Evaluation Data Associate, how can I best contribute to these priorities through data analysis and statistical methods?**
2. **Could you please give me a rough overview of the services of your team? What are the main challenges for the team, and what do you want to do next to push forward?**

**1. Thank you so much for your time today, I think there is one question from the written test I don’t fully understand, is there any resources that you would recommend?**

**2. Do you think there is any concern/alert with my resume, because I would love to take this time to clarify any questions you have?**

**3. What will separate someone who is good at this job from someone who is really stellar?**

**4. How do your team typically onboard employees?**

**5. What is the difference between working at GCF than other agencies you’ve worked before?**