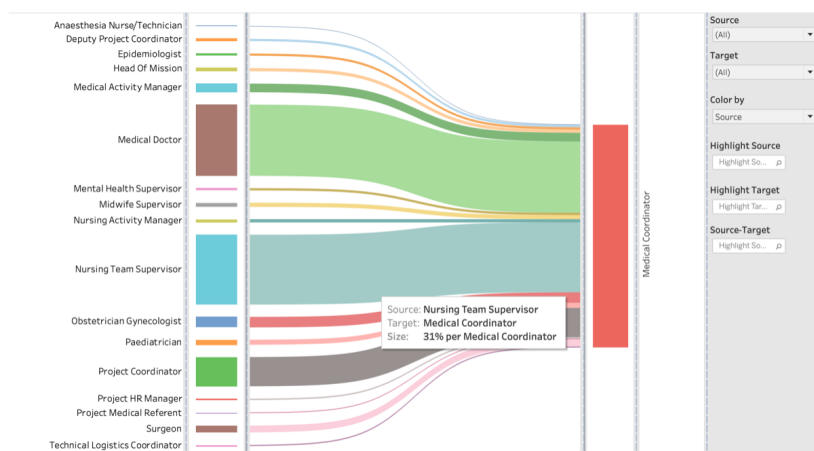
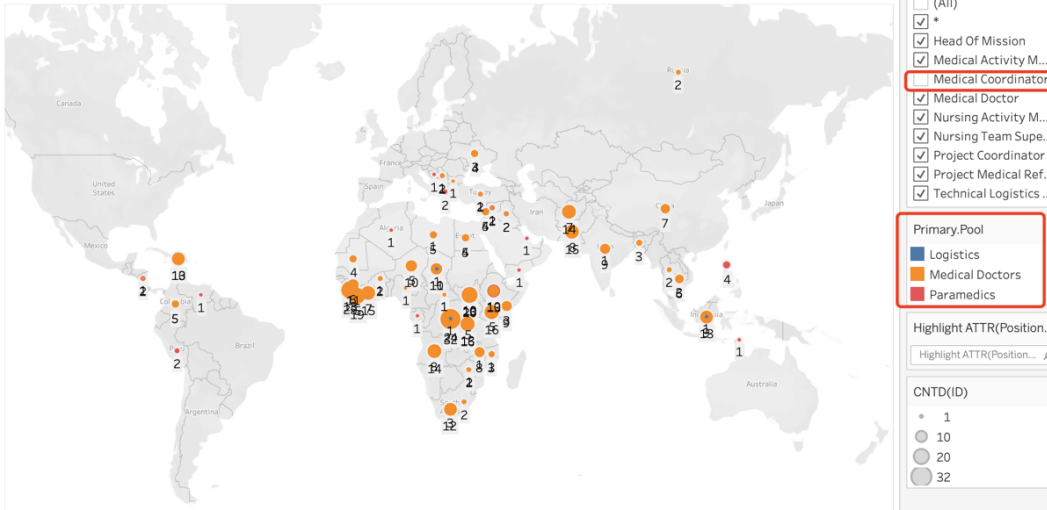


From this bar graph, we listed out the top roles these medical coordinators once have committed to and found out the top three roles. They are **medical doctors, project coordinators and nursing team supervisor** (the orange bars), which all have moderately shorter assignment duration than roles who worked longer in their old positions and shorter than average duration of medical coordinator assignment as well. (~293 days)



We traced the career paths of the staff in record via a two-stage **Sankey Diagram** and notice that medical doctors has **shorted path** to medical coordinators than project coordinators and nursing team supervisor. This is because the width of the curve was constructed based on the steps from the staff's starter position to target role, medical coordinator. Therefore, the average length for a staff from the top three roles should be ordered in this way: **project coordinator > nursing team supervisor > medical doctors**. Other roles were not mentioned here as their sample size was relatively small here in the dataset.

<Global Mobility>



```
knitr::include_graphics("mapmc.png")
```

<Global Mobility>



This first map consist of staff's data in their old roles, The second contains data when they were medical coordinators.

From the map and primary pool combined graph, we notice that a majority of the internally developed medical coordinators are from Medical Doctors and Paramedics these two primary pools and none of them come from the pool of Administrative. It could indicate either that this role has higher demand of medical knowledge or that administrative fellows just not interested in the role or long duration of their original roles that fail to fit for the roles.

Geographically, we could see a number of roles concentrates their original jobs in **Central Africa**, but in the medical coordinator map, few were left serving in that area. This also happen around **Central American** area. This is worthy of deep research.

p.s. The reason why we have more dots with larger size in the first graph is because some staff who has been in the same/ several positions for multiple assignments and counted more than once in order to emphasize the taken headcount.

These plots should be embedded in Tableau Dashboard and shared with you via web-based application. However, due to authentication of my Tableau account, attached images were temporarily shown to you for the time's sake.