NIYA.

Who are we?

Niya is closing the tech and data skills gap by connecting high performers from the global refugee community with exciting opportunities at market-leading companies. We provide you with the tools to upskill & advance your career, set you on a pathway to gain firsthand experience on real world tech projects, while also connecting you with a community of like-minded individuals from the displaced population and beyond.

What are we looking for?

Niya is looking to invite individuals with varying experience to join our Talent Network:

- Specialist (5+ years in tech/data and recent industry experience)
- Experienced (1-2 years in tech/data)
- High-Potentials (university graduates and/or individuals with limited experience but a clear interest in tech/data - STEM background preferable, but not essential)

All applicants should have:

- Proficient English language skills – upper intermediate and above (B2+)
- The right to work in their country of residence
- The ability to adapt and learn quickly
- Strong work ethic and enthusiasm
- The ability to work in a fast-paced team environment

Niya's Talent Refinery – We provide you the tools to shape your future

Specialist/Experienced Hires	High-Potentials
4-week Rewire Pathway 80% Business Skills 20% E-Learning Course Free-of-charge and competitive full-time salary	**8-week Accelerate Pathway** 50% Business Skills 50% E-Learning Course Free-of-charge and access to market-leading learning & development Guaranteed interview on completion of the pathway

Full Cohort   Top 5%

3-month paid client placement

Graduation & Outcome

Talent Network	Niya Consultant	Permanent Hire
Join Niya's internal team to help us grow our business	Support our clients on their projects as an interim consultant	Join one of our clients as a permanent member of staff

Niya's Talent Refinery – What will it provide you?

Niya's Talent Refinery will facilitate your professional and technical development through industry leading training opportunities while also providing you firsthand experience with established organizations and growing start-ups.

- **Targeted upskilling** – By fostering close relationships with our clients and using a data driven approach to research the tech job market, we create clear picture of the skills the market demands. This means you are set up for success from the start of your journey.

- **Learning & development** – We provide you with all the tools, free-of-charge, to equip you with the skills to perform at the highest level. Coupling your existing strengths and the market demands, we provide you a Pathway with leading EdTech platforms and a carefully curated business skills development programme.

- **Hands-on experience** – We provide the top talent within our Talent Refinery the opportunity to gain valuable firsthand experience with our client partners on a 3-month paid placement.

- **A gateway to your job in tech & data** – Upon graduating Niya's Talent Refinery, you will have the chance to continue your career as a Niya Consultant on a client placement or to join a company as a permanent hire. Alternatively, you will become part of our Talent Network, working on Niya's projects, and becoming a valuable member of our internal team.

Niya's open roles

Due to market demand, our current Talent Refinery is geared towards the following pathways:

Software Developers
- Backend Developer
- Frontend Developer
- Full Stack Developer
- Mobile

QA/Testing
- QA Manager
- Automation Tester
- Manual Tester

Cloud & DevOps
- DevOps
- Cloud Administrator
- Cloud Engineer
- Cloud Architect

Big Data
- Data Analyst
- Data Scientist
- Data Visualization
- Data Architect

UX/UI
- UI Designer
- UX Designer
- UX Researcher

Product
- Business Analyst
- Delivery Manager
- Product Manager
- Project Manager

Interested in exploring Niya's Talent Refinery further?

To register your interest for Niya's Talent Refinery please submit your application at Niya.ai/careers.