



### Job description

#### **Junior Policy Analyst, Junior Professional Officer, Grade PAL4**

#### **Directorate for Public Governance**

#### **Governance Indicators and Performance Division**

The Organisation for Economic Co-operation and Development ([OECD](#)) is an international organisation comprised of 38 member countries, that works to build better policies for better lives. Our mission is to promote policies that will improve the economic and social well-being of people around the world. Together with governments, policy makers and citizens, we work on establishing evidence-based international standards, and finding solutions to a range of social, economic and environmental challenges. From improving economic performance and creating jobs to fostering strong education and fighting international tax evasion, we provide a unique forum and knowledge hub for data and analysis, exchange of experiences, best-practice sharing, and advice on public policies and international standard-setting.

The [Directorate for Public Governance](#) (GOV) works to help governments at all levels design and implement strategic, evidence-based and innovative policies to strengthen public governance, respond effectively to diverse and disruptive economic, social and environmental challenges and deliver on governments' commitments to citizens. It supports countries to promote good governance and democracy through more strategic, agile and action-oriented public sectors that improve the functioning of national economies and support growth. It achieves these objectives by working to help governments at all levels design and implement strategic, evidence-based and innovative policies to strengthen public governance, trust in government and democracy, respond effectively to diverse and disruptive economic, social and environmental challenges and deliver on government's commitments to citizens.

Within GOV, the Governance Indicators and Performance Division (GIP) develops, gathers and disseminates governance statistics to monitor the performance of governments and to better understand the contribution of governance to development and inclusive societies. The Division is responsible for the publication OECD Government at a Glance, the OECD Survey on Drivers of Trust in Public Institutions, and their respective regional editions.

GIP is looking for a Junior Policy Analyst to contribute to the GOV work on measuring the determinants of public trust and the results of public governance reforms in enhancing trust between citizens and governments in OECD and non-OECD countries. The selected candidate will work under the supervision of the Senior Economist.

### **Main Responsibilities**

#### Analysis and drafting

- Undertake background research, including reviews of the academic and policy literature, preparation of interviews and qualitative and quantitative analyses, on the main drivers of trust in selected OECD and non-OECD countries.
- Contribute to the drafting of policy reports, including trust survey country and regional reports, and research papers.
- Assist in the dissemination of the different outputs prepared on the basis of the OECD Trust Survey.
- Depending on the selected candidate's skills: Implement hypothesis testing and econometric analyses and create visual representations to investigate relationships and communicate complex findings.



#### Liaison and communication

- Assist in project planning and delivery.
- Support the organisation and implementation of high-quality capacity building activities such as seminars and workshops to a variety of audiences (policy analysts and senior public officials) in Member and non-Member countries.
- Help develop and maintain professional contacts and build networks with officials in national administrations, researchers, international organisations and delegations of Member and current and potential future Global Trust Survey Project Associate countries, including in the Asia-Pacific region.
- Contribute to other outputs of the GIP Division as needed.

#### Ideal Candidate Profile

##### Academic Background

- An advanced university degree in economics, applied social sciences, statistics, political science, public policy or another relevant field.

##### Professional Background

- A minimum of two years of relevant professional experience in policy research or public governance, including experience gained during PhD studies.
- Experience in a national administration or an international organization would be an asset.

##### Skills

- Good drafting skills.
- Good organisational skills and ability to work effectively on the basis of general instructions.
- Excellent interpersonal skills and ability to collaborate effectively within and across multi-national and multi-disciplinary teams.
- Data management, analysis and visualisation skills and knowledge of statistical tools (e.g. Stata, R) would be an asset.

##### Languages

- Fluency in one of the two OECD official languages (English and French) and a knowledge of, or a willingness to learn, the other.
- Knowledge of other languages, in particular other Asian languages including Thai and Indonesian, would be an asset.

#### Core Competencies

- OECD staff are expected to demonstrate behaviours aligned to six core competencies which will be assessed as part of this hiring processes: Vision and Strategy (Level 1); Enable People (Level 1); Ethics and Integrity (Level 1); Collaboration and Horizontality (Level 2); Achieve Results (Level 1); Innovate and Embrace Change (Level 2).
- There are three possible levels for each competency. The level for each competency is determined according to the specific needs of each job role and its associated grade.
- To learn more about the definitions for each competency for levels 1-3, please refer to [OECD Core Competencies](#).

#### Contract Duration

ORGANISATION  
FOR ECONOMIC  
CO-OPERATION  
AND DEVELOPMENT



ORGANISATION DE  
COOPÉRATION ET  
DE DÉVELOPPEMENT  
ÉCONOMIQUES

- One-year fixed term appointment, with the possibility of renewal.

#### What the OECD offers

- Monthly base salary starting from 5,902 EUR, plus allowances based on eligibility, exempt of French income tax.
- [Click here](#) to learn more about what we offer and why the OECD is a great place to work.
- [Click here](#) to browse our People Management Guidebook and learn more about all aspects relating to people at the OECD, our workplace environment and many other policies supporting staff in their daily life.