



Job description

Junior Policy Analyst, Junior Professional Officer, Grade PAL4 Centre on Well-being, Inclusion, Sustainability and Equal Opportunity Child Well-being Unit

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 [Centre on Well-Being, Inclusion, Sustainability and Equal Opportunity \(WISE\)](#) works to devise new and people-centred evidence and policy solutions on topics ranging from inequalities of opportunity and poor social mobility, to loneliness, low well-being and mental health. Our work aims to improve the well-being of current and future generations, and is rooted in the context of today's policy priorities and global challenges, including the recovery from cost-of-living crises, digital transformation, environmental depletion, and climate change.

WISE is looking for a dynamic, innovative and motivated Junior Policy Analyst to contribute to the work of the Child Well-Being Unit (CWB). CWB generates cross-national evidence on child outcomes across all well-being domains, including material living conditions, physical health, education, and socio-emotional well-being (see the [OECD Child Well-Being Data Portal](#) & [Dashboard](#)). It examines the factors influencing these outcomes, such as family environment, school context, and neighbourhood conditions. Additionally, CWB analyses initiatives by OECD member countries to strengthen policies impacting children and enhance the integration of services provided to the most vulnerable groups of children and families. The successful candidate will report to the Head of the CWB Unit and contribute to developing data insights on child well-being and advancing policy development. Depending on their profile, this may involve creating indicators on child well-being and childhood disadvantage, identifying effective policy practices to enhance the well-being of children and caregivers, and contributing to the development of good practice policy examples within the Well-being [Knowledge Exchange Platform](#). They may also contribute to developing high-quality information on challenges and policy responses to help children navigate the digital environment, address the impact of climate change on children, or analyse the drivers of child disadvantage and social mobility.

Main Responsibilities

Policy research, drafting and analysis

- Contribute to the development of child well-being indicators and policy insights, including via the expansion of the [OECD Child Well-Being Data Portal](#), the [Child Well-Being Dashboard](#).
- Conduct research, develop new insights, and propose new data solutions on key topics such as children's well-being in the digital age, and in the context of demographic changes and climate change.
- Contribute to the production and drafting of statistical and analytical papers, reports, and briefing notes on child well-being and related policies for relevant audiences.



Communication, liaison and representation

- Contribute to identifying and disseminating key findings and messages in an effective and innovative way, including data visualisations, presentations, briefing notes, and working papers.
- Contribute to the design and delivery of high-quality events and activities such as seminars, expert meetings, workshops, web briefings, project proposals to a wide variety of audiences.
- Stay abreast of policy issues in the policy fields described above as well as in the broader well-being field and ensure, as appropriate, the Directorate's involvement in OECD wide initiatives.
- Represent the CWB Unit at internal meetings and at external events as required.

Ideal Candidate Profile

Academic Background

- An advanced university degree or equivalent qualification in a relevant discipline such as statistics, economics, econometrics, social sciences, child psychology, public policy, social policy or other related discipline.
- Coursework in one of the following areas would be an advantage: child development, digital transformation and related changes, human impacts of climate change.

Professional Background

- A minimum of two years of professional experience conducting research and analysis on at least one of the areas identified above, at national or international level.
- A solid understanding of the analytical and conceptual challenges central to developing better evidence and/or analysis of child and family policies.
- Experience in presenting and explaining analytical results to a variety of audiences in a compelling way.
- Experience working in a multicultural team and managing projects with internal and external stakeholders.

Tools

- Proficiency with standard MS software.
- Advanced knowledge of statistical software (e.g., STATA, R) and visualisation tools would be an asset.

Skills

- Excellent written and oral communication skills, and a strong ability to synthesise complex material.
- Experience undertaking policy-relevant research and communicating this to a wide range of stakeholders.
- Demonstrated ability to work as part of a team in a fast-paced environment.
- Ability to communicate clearly, concisely and compellingly to a wide range of audiences.

Languages

- Fluency in one of the two OECD official languages (English and French) and knowledge of the other, with a commitment to reach a good working level.

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

- 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.