



The OECD's Public Management and Budgeting Division (PMB) is recruiting Public Employment Analysts

What will the public administration of tomorrow look like?

Based in the Division for Public Management and Budgeting, the OECD's Public Employment and Management (PEM) team helps governments understand and shape the changing nature of work in the public service. Our mission is to explore and analyse the exciting areas of public management reform underway across the OECD. Our research covers a broad range of topics – from mapping organisational structures and processes to exploring the impact of new technologies on the workplace. We look at the senior civil service, cutting edge performance management systems, attraction, recruitment and retention, learning and development frameworks, and more. Our data collection and analysis helps us build evidence-informed interventions, and we collaborate with a range of partners to bring diverse perspectives to our work. In particular, we'd love to hear from you if you have expertise in some of the following areas:

- Designing fit-for-future public management policies and systems
- Developing emerging workforce skills and public sector leadership competencies
- Implementing innovative people management projects
- Practices and tools relating to people analytics and performance management

We look for candidates with substantive experience working in or researching public management, excellent writing and presentation skills, and the motivation to explore and share good practices in public service workforce development. Strong candidates would be expected to have three to five years' professional experience in government, consulting or academia.

A typical week

Based in Paris, team members work on a wide variety of projects at any one time. A typical week might involve research and drafting reports, case studies and presentations. You might be travelling to our member countries to work directly with them to develop actionable policy Recommendations and deliver capacity-building workshops. You'd be involved in meetings across the Public Governance Directorate on cross-disciplinary projects. And you'll help prepare a variety of international meetings bringing together our key stakeholders, such as the Public Governance Committee, the Working Party on Public Employment and Management, and the Network of Schools of Government. Check out [our website](#) for more information on our activities.

Growth and development

The OECD offers great opportunities for on-the-job and formal training. Staff can access a range of bespoke online training courses and workshops, and a range of high-profile speakers address a variety of OECD seminars and conferences each week. There are opportunities to collaborate with other teams within the Public Governance Directorate, and a range of communication tools and practices to bring people together to share experiences.

Apply

The job description is available on the OECD careers website ([here](#)). The title of the role is *Policy Analyst (Job Number: 15927)*. Written/video tests for shortlisted candidates will take place in February and final interviews are planned for March 2023. Candidates selected for this post will be based at OECD headquarters in Paris. Selected candidates can take up duty within a period of 24 months from notification of selection.

* Applications close 14 February 2023 at 23:59 Paris time *