



Job description

Junior Analyst - Innovative approaches to measuring social and emotional skills

Temporary assignment

Directorate for Education and Skills

Innovation and Measuring Progress Division

The OECD Directorate for Education and Skills is looking for a Junior Analyst to contribute to a new research project on innovative approaches to measuring social and emotional skills, within the Innovation and Measuring Progress (IMEP) Division. This innovative project is included in the Programme of Work and Budget 2023-24 of the [Centre for Educational Research and Innovation](#) (CERI).

The selected candidate will work under the supervision of a Senior Project Manager and the Head of the IMEP Division and will be part of a team with colleagues working on the [survey on social and emotional skills \(SSES\)](#).

If you are interested in this opening, please send your CV to Noémie Le Donne (noemie.ledonne@oecd.org), the hiring manager, CC: SSES.Contact@oecd.org by **Wednesday 3 November 2022** cob at the latest.

Junior Analyst - Innovative approaches to measuring social and emotional skills

The [Directorate for Education and Skills](#) (EDU) leads the Organisation's work to help member and non-member countries achieve high-quality learning for all, design better skills policies, and turn them into jobs and growth. The Directorate carries this out by providing statistics, analysis and policy advice to countries on a wide range of educational topics.

The research project on innovative approaches to measuring social and emotional skills aims to:

- enhance the conceptual foundations underpinning the definition of social and emotional skills by going beyond the lexical approach of the Big Five model and exploring theoretical or empirical inputs from various fields, including psychology, philosophy, sociology, economics, education, human resources and neurosciences
- explore the potential of more direct assessment techniques than self-reports to measure social and emotional skills, in particular through task-, scenario- or game-based tests
- develop new item prototypes for collecting more objective, reliable, valid, interpretable and comparative data on social and emotional skills.

Main Responsibilities

Under the close supervision and support of the Senior Project Manager, the Junior Analyst will perform a wide range of tasks:

Research and Analysis

- Doing groundwork and desk-research, reviewing existing research, mapping the state of play and producing syntheses on
 - theoretical/empirical approaches from different disciplines underlying different



- conceptualisations of social and emotional skills
 - existing and emerging requirements/demands for different skills – what skills are needed for a prosperous, peaceful, sustainable future of societies and what do they need to remain cohesive in the face of rapid political, social, economic and technological change?
 - uses of game-based and scenario-based tests to assess social and emotional skills in both research studies and recruitment processes by human resources managers.
- Supporting the design of an assessment approach and test prototypes to produce direct measures of a selection of key well-defined skills.
- Contributing to the preparation of reports on data from the survey on social and emotional skills from the first or second round (e.g. peer review, drafting of some sections of the report), if needed.

Project management

- Setting up expert groups: identifying and recruiting experts from various disciplines with expertise in social and emotional skills and educational measurement, preparing and organizing expert meetings.
- Organising key events for the projects (e.g. an international conference bringing together experts in social and emotional skills and in educational measurement).
- Supporting and developing initiatives to raise funds for the projects from private foundations and various other institutions.
- Monitoring and guiding the work of junior staff as required.
- Carrying out development work more specific to contributing countries and with contributing institutions, if applicable.

Communications and Contribution to the wider work of the Organisation

- Preparing and participating in OECD meetings, including CERI Governing Board meetings. This includes preparing and making presentations and drafting meeting documents.
- Supporting other projects as required with research and policy insights and perspectives drawn from the project.
- Providing feedback and acting as critical friend to share research expertise and collaborate with other projects.

Ideal Candidate Profile

Academic Background

- An advanced university degree in social sciences, public policy, economics, education, statistics or a similar discipline.

Professional Background

- A minimum of two years, preferably three years of relevant experience in research or policy analysis, preferably in an international organisation, national administration or research institute.
- Experience with literature reviews, drafting of synthesis and reports and analysis of education topics.
- Knowledge of the topic of social and emotional skills would be an advantage.
- Experience with developing measures of complex concepts and genuine motivation for working on innovative projects would be assets.
- Experience with management of and collaboration with experts.
- Very good drafting and communications skills, including the ability to communicate complex information clearly and concisely in written form for specialist and non-specialist audiences, including the ability to give public presentations.



- Demonstrated experience with working as part of a multicultural team and a commitment to promoting diversity and equity.

Tools

- Proficiency in the use of standard software applications (MS Office or similar).

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.
- Knowledge of other languages would be an asset.

Core Competencies

- For this role, the following competencies would be particularly important: Achievement focus, Analytical thinking, Strategic Thinking, Strategic Networking.
- Please refer to the level 3 indicators of the [OECD Core Competencies](#).

Contract Duration

- One-year fixed term appointment starting in January 2023, with possibility of renewal.