Building better policies for better lives

Oscar Villarreal
Advisor, Outreach and HR Initiatives
1. What we do
2. Who we are
3. How we recruit
Our mission

To promote policies that will improve the economic and social well-being of people around the world

Our work

Data collection
Policy Analysis
Policy Advice
Policy Implementation
Policy Results
### Who we are

#### Member states

- Staff nationalities: 34 member states

#### Staff on loan

- Japan

<table>
<thead>
<tr>
<th>Nationality</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unclassified</td>
<td>1</td>
</tr>
<tr>
<td>Officials</td>
<td>67</td>
</tr>
<tr>
<td>Temporary staff</td>
<td>3</td>
</tr>
<tr>
<td>Staff on loan</td>
<td>21</td>
</tr>
<tr>
<td>Trainee</td>
<td>2</td>
</tr>
<tr>
<td>TOTAL</td>
<td>94</td>
</tr>
</tbody>
</table>

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*Image: A hallway with a colorful carpet featuring the flag of Japan.*
Who we are

OECD Professionals

<table>
<thead>
<tr>
<th>Role</th>
<th>Annual Recruitment</th>
<th>Avg. Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Directors and Deputy Directors</td>
<td>54</td>
<td>17</td>
</tr>
<tr>
<td>Heads of Division and Counsellors</td>
<td>118</td>
<td>17</td>
</tr>
<tr>
<td>Senior Analysts / Economists / Professionals</td>
<td>402</td>
<td>69</td>
</tr>
<tr>
<td>Analysts / Economists / Professionals</td>
<td>558</td>
<td>149</td>
</tr>
<tr>
<td>Junior Analysts / Economists / Professionals</td>
<td>89</td>
<td>29</td>
</tr>
</tbody>
</table>
Who we are

Location

Paris, France
What we do
- From data collection to policy analysis -
Our work is based on rigorous analysis of data and policies

- Intellectual capacity and relevant policy knowledge

We cover virtually all areas of inter-related social policies

- Flexible, innovative and team-oriented mindset

We provide policy advice to policy makers across the world

- Diplomatic sensitivity and persuasive communication skills
How we recruit

Selection process – a merit-based approach

Typically takes 4 to 6 months

Application
- Online applications only
- Standardised form
- Job specific

Screening (phone interview)
- CV based
- 5% retained for next step
- Possible phone interview

Written-test (assessment centre)
- Technical knowledge
- Drafting skills

Final interview
- 4 to 5 panel members
- Technical knowledge
- Key competencies
- Conducted in Paris
Young Professionals Programme (YPP)

Overview
- Entry level corporate recruitment programme
- Multiple specific positions
- Advanced relevant academic degree required
- Next programme will be announced in the fall 2012
- Selected candidates are expected to start around summer 2013

2011-2012 Programme
- More than 4000 applications
- 2,356 applicants
- 69 interviewed
- 12 selected

Examples of work
- OECD Education Indicators Programme – Education Directorate
- OECD Green Growth Strategy – Environment Directorate
- Measuring the Wellbeing and Progress of Societies – Statistics Directorate
Other job opportunities

**Junior Professionals**
- 10 to 15 annual recruitments on ad-hoc basis
- Besides the contract duration and timing, the selection procedure is identical to the YPP
- Sign up for email alerts to be notified for openings

**Statisticians**
- Support function in the work of policy analysis (like research assistants in universities)
- 20 to 25 annual recruitments on ad-hoc basis
- Suitable for relevant masters degree holders with limited professional experience
- Sign up for email alerts to be notified for openings
Internship Programme

Overview
- Students or young graduates through a research programme
- 200 per year
- 2 to 6 month duration
- 150 current staff were previously interns

Examples of work
- Participation in the preparation of studies, documents and drafting reports
- Documental research and analysis of existing work
- Gather, organise and evaluate statistical information

Targeted population
- Full-time students or scholarship holders studying an OECD related discipline
- Focus primarily on Corporate Agreements with Universities and research Institutions
<table>
<thead>
<tr>
<th>HR Initiatives</th>
<th>Professional Developmental Agreements</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Staff on loan</strong></td>
<td></td>
</tr>
</tbody>
</table>
  • Temporary posting – associated members of personnel  
  • Business needs analysis  
  • Selection procedure  
  • Up to 36 months (min 12 months) |
| **Exchange programme** |  
  • Temporary posting – associated members of personnel  
  • Business needs analysis  
  • Swap *not* mandatory  
  • Selection procedure  
  • Up to 36 months |
| **Secondment Programme** |  
  • Further to business needs analysis and agreement on level, OECD creates job - fixed-term appointment as OECD official  
  • Posting financed by releasing institution (VC)  
  • In principle 2 years assignment |