

SENIOR ANALYST/RESEARCHER

OVERALL JOB PURPOSE

Strengthen the behavioural and institutional design of public service reforms to support the translation of legal and regulatory changes into real behavioural change within departments. Provide economic and behavioural insights into governance systems, incentives and compliance mechanisms.

KEY ACCOUNTABILITIES:

Behavioural and Institutional Analysis

- Analyse risks of gaming, informal influence and compliance gaps in governance systems.
- Assess behavioural drivers affecting administrative decision-making.

Institutional Design Support

- Design safeguards and incentive structures to strengthen compliance with reforms.
- Support development of monitoring indicators and evaluation frameworks.
- Provide insights into institutional design risks affecting reform implementation.

Monitoring and Evaluation Contributions

- Assist with development of surveys and diagnostic tools measuring autonomy, pressure and performance.

MENTAL AND ENVIRONMENTAL DEMANDS:

- Must be prepared to work after / outside normal working hours

TERMS OF EMPLOYMENT

- This is a 50% part-time role for the PSR programme. The contract will be for 12 months

Competencies:

- Analytical thinking
- Research & evidence based decision making
- Strategic insight
- Problem solving
- Collaboration
- Communication and influence
- Intellectual curiosity and innovation
- Attention to detail

ROLE / PERSON SPECIFICATION:

Education and Experience Required:

- Degree in politics, public administration, industrial/organisational psychology, public policy or institutional design.
- Experience in governance reform, policy research or public administration analysis.
- Postgraduate degree (Master's or PhD) in politics, public policy, industrial/organisational psychology or economics would be advantageous.

Knowledge and Skills

- Strong analytical and policy research skills: The ability to analyse complex governance systems, interpret data and institutional dynamics, and produce evidence-based insights that inform policy and reform design.
- Behavioural and institutional analysis capability: Strong understanding of how incentives, behavioural patterns, and organisational structures influence decision-making and performance within public institutions.
- Strategic thinking and policy design skills: The ability to translate behavioural insights and economic analysis into practical policy recommendations, institutional safeguards, and implementation frameworks.
- Stakeholder engagement and communication skills: The ability to communicate complex analytical concepts clearly to policymakers, government officials, and programme partners, facilitating informed decision-making.
- Research and project coordination capability: The ability to manage multiple analytical tasks simultaneously, contribute to monitoring and evaluation frameworks, and deliver high-quality outputs within defined timelines.
- Data and analytical tools proficiency: Familiarity with quantitative and qualitative research methods and the effective use of analytical tools and digital platforms to support research, diagnostics, and programme evaluation.