

Policy analyst

Migration and integration

Purpose of the Job:	To support the organisation in delivering its migration and integration programme through research and networking
Line Management:	None
Reporting to:	Programme Director on Migration and Integration (T. Huddleston)

Under its Migration and Integration programme, MPG designs and implements comparative research and projects with stakeholders on work migration, family reunification, access to nationality, political participation, employment, education, and diversity. This work largely focuses on comparisons of policies, monitoring compliance with international legal standards, and the impact of policies on immigration flows and the integration process.

Key responsibilities

1) Coordinating international research

- Coordinating research projects, including collaborating with partners, identifying experts, designing questionnaires, convening meetings, preparing agendas with supporting documentation as well as reporting
- Coordinating MPG's and project's websites (migration and integration sections)
- Proposing research projects on migration and integration policies at European, national, and local level as well as their impacts on immigration and integration

2) Conducting international research

- Using and creating international harmonised datasets from a wide variety of sources including government, statistical institutes, expert networks, academia, non-governmental organisations, media, internet, etc.
- Analysing, writing, and presenting comparative results in an accurate and accessible way in the appropriate format (publications, trainings, blogs, public speaking) to support the aims of MPG's programme
- Collaborating in the design and use of the research (e.g. policy conclusions and advice) with a wide variety of policymakers and stakeholders

3) Working with MPG team

- Work with other MPG staff on common projects
- Monitor developments in migration and integration
- Collaborating with a wide variety of actors in the implementation of MPG's programme
- Other research or networking tasks as requested by the Programme Director

Person Specification – Policy analyst on Migration and Integration

	Essential	Desirable
Skills, knowledge, experience	<ul style="list-style-type: none"> • Masters’ degree or higher in Political Science / Sociology / Migration Studies • 3-5+ years’ professional experience working on migration or integration in research, think-tank, or policymaking • Proven knowledge of migration and integration policies and processes • Strong analytical skills, with the ability to gather, compare, and summarise complex information • Excellent writing skills, with the ability to present information and arguments in an articulate and persuasive manner in English (native speaker level) • Creativity and entrepreneurship to design/fundraise projects and work with different experts and stakeholders • Strong public speaking skills 	<ul style="list-style-type: none"> • Knowledge of EU migration and integration policy • German or French as second language • Skills with statistical analysis • Previous use of international migration datasets (Eurostat, LFS, ESS) • Knowledge and use of Migrant Integration Policy Index (MIPEX) • Strategic thinking for policy development / organisational change
Personal attributes	<ul style="list-style-type: none"> • Attention to detail and accuracy • Good networking skills • Proactive, creative and entrepreneurial • Good understanding of working with other cultures • Ability to prioritise own workload and to meet deadlines • Ability to work independently and in a team • Approachability and openness • Diplomacy and political sensitivity • Committed to MPG’s work • Willingness to help out in other areas of MPG’s work where necessary • Sense of humour 	
Circumstances	<ul style="list-style-type: none"> • Ability to work long hours • Ability to undertake regular international travel 	