

NATIONAL DEVELOPMENT PLANNING COMMISSION

RECRUITMENT OF 4 DEPUTY DIRECTORS

The National Development Planning Commission (NDPC) is a public sector organisation established under Articles 86 and 87 of the 1992 Constitution as part of the Executive. As part of its core mandate, the Commission is responsible for advising the President on the country's development planning and strategy. To achieve this, the Commission must attract and appoint suitably qualified personnel to carry out its functions economically, efficiently and effectively.

The NDPC is, therefore, looking for dynamic and qualified Ghanaian leaders to fill these Deputy Director positions:

1. DEPUTY DIRECTOR, INTERNATIONAL POLICY AND GOVERNANCE

The Deputy Director for International Policy and Governance will provide advice on policies and analyse trends and relevant linkages in the area of governance. He/she will work closely with counterparts within NDPC and other relevant stakeholders to conduct research to determine policy options. The ability to lead in the determination of the effectiveness of policy dialogues with Government, Parliament, civil society, research institutions and universities, the media, multi-lateral and bi-lateral donors, is a prerequisite for this position.

Educational/Professional Qualifications and Experience

The ideal candidate will hold a minimum of a Master's Degree in political science, law, political economy, government, international development or affairs, democracy and governance, economics, conflict resolution or a similar field. A PhD, as well as specialisation in MONITORING AND EVALUATION (M&E) or project analysis and management, is an added advantage. A relevant professional experience from a development cooperation institution with emphasis on support to governance reform is of importance to the position.

Additionally, the candidate will have:

- i. A minimum of 12 years post qualification relevant working experience, of which six (6) years' experience would have been in a senior management position in a public, private or research institution or University.
- ii. In-depth understanding of democratic governance issues, including a strong background in local governance.
- iii. Extensive experience from policy-related work, planning and management of development cooperation, projects and programmes.
- iv. Good Knowledge of donor practices and modalities.
- v. Excellent computer skills, including full working knowledge of standard word processing, spreadsheet and presentation software packages.

Duties/Responsibilities

Reporting directly to the Director of the Development Policy Division, the position holder will perform the following key duties:

- a. Serve as in-house resource or expert on political governance and democracy, institutional reforms, local governance, conflict management and resolution, and global affairs, especially during the policy dialogues on governance with relevant sector ministries, department and agencies, and formulation of national development policy frameworks.

- b. Plan and coordinate comprehensive research, review of study programmes, identifying data and research needs, as related to political governance and democracy, institutional reforms, local governance, conflict management and resolution, and global affairs, within the policy division, on a continuous basis.
- c. Lead the preparation of policy papers/notes, statements, briefs, press articles, and periodic updates, etc., on political governance and democracy, institutional reforms, local governance, conflict management and resolution, and global affairs, and presents at both national and international conferences.
- d. Coordinate and facilitate nation-wide policy advocacy and dialogue on issues related to political governance and democracy, institutional reforms, local governance, conflict management and resolution, and global affairs, with the key stakeholders, (comprising public institutions, Parliament, universities/research institutions, lawyers, donors, media, civil society, private sector).
- e. Manage events and preparation of publications on issues related to political governance and democracy, institutional reforms, local governance, conflict management and resolution, and global affairs and dissemination of the main reports findings.

2. DEPUTY DIRECTOR, LABOUR ECONOMIST

The Deputy Director for Labour Economics, will provide advice on policies, analyse trends and relevant linkages in the area of labour market dynamics in both public and private sectors. He/she will work closely with counterparts within NDPC and relevant stakeholders such as the ministries, departments, and agencies (MDAs), trade and professional associations, as well as the trade unions, to assess the effectiveness of labour policies and employment generation initiatives, to identify policy gaps and options.

The Labour Economist will lead a highly motivated multidisciplinary team to carry out applied research with a strong policy focus, prepare reports and formulate plans to address economic problems related to the labour market. Additionally, he/she will plan and coordinate the application of econometrics and modelling, research design principles, and other statistical/quantitative techniques to determine the potential and differential impacts of public policies, such as proposed legislation, taxes, services, salary regimes and regulations, and present recommendations based on cost-benefit analysis.

Educational/Professional Qualifications and Experience

The ideal candidate will hold a minimum of a Master's Degree in economics, labour, development economics, econometrics, or a related field from a recognised tertiary institution, with special focus on labour related issues and a strong foundation in quantitative analysis and statistics. A PhD and working knowledge in monitoring and evaluation (M&E) is added advantage.

In addition, the candidate will have:

- i. A minimum of 12 years post qualification relevant working experience, of which six (6) years' experience must be in applied research and policy analysis in the area of labour economics, social policies, or employment related fields.
- ii. A record of research and publication in one or more of the following areas: human development, skills and the labour market, wage determination, labour market activation and related policies.

- iii. Strong knowledge of quantitative analysis and statistics is essential, with experience in analysing large scale data, including national labour force surveys, administrative data and other relevant industry data.
- iv. Excellent computer skills, including full working knowledge of standard word processing, spreadsheet and presentation software packages
- v. Proven ability to use advanced statistical and econometric techniques and software (e.g., STATA).
- vi. Ability to formulate clear policy recommendations based on solid analytical skills.
- vii. Ability to work effectively within a team of economists, analysts and statisticians; and to clearly explain economic issues and analysis to experts and lay audiences alike.

Duties/Responsibilities

Reporting directly to the Director of the Development Policy Division, the position holder will perform the following key duties:

- a. Serve as in-house resource or expert on labour issues, including human development skills, knowledge of the labour market, wage determination, labour market activation and performance, decent work, and related policies during policy dialogues with relevant sector ministries, departments and agencies and formulation of national development policy frameworks.
- b. Plan and coordinate comprehensive research, review of study programmes, identifying data and research needs within the policy division, as related to human development, skills and the labour market, wage determination, labour market activation and performance, decent work, and related policies, on a continuous basis.
- c. Lead the preparation of policy papers/notes, statements, briefs, press articles, and periodic updates, etc., on labour issues, and present at both national and international conferences.
- d. Conduct empirical research on labour issues highlighting the special constraints of categories like the youth, older workers, marginalised groups, tackling employer barriers to hiring and retention, and improving the employability of older workers.
- e. Compile, analyse, and report data to explain economic phenomena and forecast labour market trends, applying mathematical models and statistical techniques and disseminate research findings through technical reports and policy briefs.

3. DEPUTY DIRECTOR, MACROECONOMICS

The Deputy Director for Macro Economics will provide specialist advice based on the application of economic theory and knowledge. He/she will work closely with counterparts within NDPC and relevant stakeholders such as the ministries, departments, and agencies (MDAs), private sector, trade and professional associations, to assess policy gaps and options. Additionally, the Macroeconomist will lead a highly motivated multidisciplinary team in the analysis of data to assess feasibility or otherwise of data, produce forecasts of economic trends, and determine the implications of their findings and make recommendations on how to improve efficiency in the national economy. He/she will also be involved in the development and management of economic models.

Educational/Professional Qualifications and Experience

The ideal candidate will hold a Master's Degree in development planning, macroeconomics, financial economics, monetary economics, public finance, banking, international economics, international trade, econometrics or related fields. A PhD in macroeconomics and experience in macroeconomic forecasting, quantitative fiscal policy analysis, or macroeconomic consulting, would be added advantage.

In addition, the ideal candidate will have:

- i. A minimum of twelve (12) years post qualification relevant working experience with least six (6) years' experience in senior position in related area.
- ii. Knowledge of at least one major area of statistical methodology (national accounts, prices, balance of payments, monetary and financial statistics, or government finance statistics) would be highly desirable.
- iii. Excellent computer skills, including full working knowledge of standard word processing, spreadsheet and presentation software packages.
- iv. Experience in the analysis or management of statistical program data would be an asset.
- v. Strong written and oral communication skills.
- vi. Strong interpersonal and negotiating and influencing skills.

Duties/Responsibilities

Reporting directly to the Director of the Development Policy Division, the position holder will perform the following key duties:

- a. Serve as in-house resource or expert on macroeconomics issues, including fiscal, monetary and financial policies management, public financial management, real sector development, and external economic developments, during policy dialogues with relevant sector ministries, departments and agencies and formulation of national development policy frameworks.
- b. Lead the preparation of policy papers/notes, statements, briefs, press articles, and periodic updates, etc., on macroeconomic issues, and presents at both national and international conferences.
- c. Compile, analyse, and report data to explain past and present macroeconomic issues and trends, while forecasting market trends, applying mathematical models and statistical techniques.
- d. Provide advice on economic relationships to businesses, public and private agencies, and other employers; and the potential of job creation inherent in inward investment.
- e. Contribute to analytical development and guidelines standards, and promotion of internationally-accepted statistical standards and methodologies in forecasting economic trends and formulating economic policy.

4. DEPUTY DIRECTOR, APPLIED MICROECONOMICS

The Deputy Director for Applied Microeconomics will work to ensure that strong and effective institutions are built to engender robust and efficient markets for individuals, households, and businesses.

He/she will analyse, assess and develop economic models, to evolve sound advice and support on value-chain development, enterprise development, and market-development-related issues,

with a view to ensuring that human, financial and natural resources are combined equitably and efficiently in order to achieve innovation and enhanced productivity. This calls for new forms of cooperation between government, business, labour and society at large to ensure that the quality of present and future life and employment is maximized whilst safeguarding the sustainability of the planet.

Educational/Professional Qualifications and Experience

The successful candidate will hold a minimum of a Master's Degree in development planning, economics, financial economics, or in related fields, such as monetary economics, public finance, banking and financial sector from a recognised tertiary institution. A PhD in economics or a related discipline will be added advantage.

In addition, the ideal candidate will have:

- i. Must have a minimum of twelve (12) years post qualification relevant working experience, at least six (6) years of which would have been in a relevant field.
- ii. Knowledge in at least one of the following areas public finance, labour, applied econometrics and computer general equilibrium models; and a thorough understanding of the linkages at the micro level would be highly desirable.
- iii. Excellent computer skills, including full working knowledge of standard word processing, spreadsheet and presentation software packages.
- iv. Strong analytical and quantitative skills as well as experience in the management of statistical programs in applied economic research would be an asset.
- v. Strong interpersonal and negotiating and influencing skills.
- vi. Demonstrable ability to write high quality policy papers as well as shorter targeted notes to guide the Commission.

Duties/Responsibilities

Reporting directly to the Director of the Development Policy Division, the position holder will perform the following key duties:

- a. Serve as in-house resource or expert on microeconomics issues, including enterprise development, entrepreneurship, job skills and business capacity development, strengthening of vulnerable and excluded, industry and business association development, rural and local economic development, agribusiness, value chain analysis and development, trade and investment development and promotion, and competitiveness, etc., during policy dialogues with relevant sector ministries, departments and agencies and formulation of national development policy frameworks.
- b. Plan and coordinate comprehensive research, review of study programmes, identifying data and research needs within the development policy division as it relates to microeconomic issues, on a continuous basis.
- c. Lead the preparation of policy papers/notes, statements, briefs, press articles, and periodic updates, etc., on microeconomic issues, and presents at both national and international conferences.
- d. Develop and manage applied research and knowledge management programmes to contribute to effective poverty reduction programmes; predicting supply and demand, market failure, and opportunity costs of individual and corporate choices and their implications for economic policy issues such as employment, business, trade; and resource allocation in both public and private sectors.

- e. Design and implement surveys to collect and analyse data, and contribute to research on issues related to the establishment of an enabling environment for private sector development, to determine the linkages between policies and micro-level decisions

CORE COMPETENCIES/REQUIRED SKILLS FOR THE FOUR POSITIONS

With outstanding leadership skills, discernible networking and management skills, as well as mentoring and coaching skills, the selected candidate must exhibit a very good understanding of planning, policy analysis and formulation as well performance measuring, monitoring and evaluation methodologies. Additionally, effective knowledge in the conduct of research, qualitative and quantitative data analysis and interpretation capacities, very good conceptual modelling skills, demonstrable ability of working independently, manage diverse and evolving workload, strong interpersonal and team spiritedness, excellent written and oral presentation and communication skills, evident ability to communicate complex developmental policy issues clearly, are requirements for this position.

COMPENSATION:

The National Development Planning Commission's compensation package is competitive in the Public Sector with very attractive fringe benefits.

CONDITION:

Applicants must be able to serve the Commission for at least 4 years before attaining the compulsory retirement age of 60 years.

HOW TO APPLY

Interested persons who meet the above criteria should submit in an A4-size envelope the following:

- Application letter
- Curriculum Vitae with names and addresses of two (2) referees
- Copies of academic and professional certificates
- Evidence of good standing with academic and professional institutions if the profession is regulated by law.
- A two-page (A4 size) vision statement on how the applicant intends to respond to the constitutional mandate and mission of the Commission.

Women are encouraged to apply

Applications should be delivered by hand or courier not later than **March 7, 2017** to the address below:

**THE DIRECTOR-GENERAL
NATIONAL DEVELOPMENT PLANNING COMMISSION
P. O. BOX CT 633
CANTONMENTS – ACCRA.**