



Policy Analysis

Practising

Applies analytical frameworks and methods to make sense of evidence and inform policy advice.

- Has deeper and broader experience in applying different analytical frameworks, and understands their underlying assumptions and limitations and their appropriateness for different types and complexities of policy challenges.
- Can make sense of evidence and turn it into insightful advice that tells a coherent story (e.g. about the problem or opportunity, its magnitude and causes, who is affected and how, and a proposed pathway to achieve desired outcomes) – while being transparent about how issues are framed (inherent bias) and gaps in evidence.
- Can guide less experienced staff to undertake specific analysis and identify, direct or commission specialists where particular expertise is required.

70% on-the-job learning

Lead medium to complex policy design and development projects. Undertake a Regulatory impact assessment.

Lead discussions on analytical frameworks and approaches to policy projects with internal and external groups.

Look for opportunities to participate in developing innovative policy approaches to 'wicked problems'.

Talk to policy analysis experts in your agency to identify relevant practices and approaches.

Work with specialists in behavioural science to identify and use psychological and sociological techniques to deliver public policy outcomes (e.g. 'nudge').

Work with specialists in future thinking to identify and use futures techniques in policy development.

Apply Te Ao Māori knowledge and approaches and mātauranga Māori to your policy work, and understand and explore the areas where a Te Ao Māori lens suggests a different direction to other analytical frameworks.

Apply other population frameworks and lenses to your policy work (e.g. Ministry for Pacific People's Pacific Policy Analysis Tool [Kapasa](#), Ministry of Social Development's [Child Impact Assessment Tool](#), Whaikaha – Ministry of Disabled People's [Disability Toolkit for Policy](#), Ministry for Women's gender analysis tool [Bringing Gender In](#)).

Translate evidence into a compelling story about your analysis of policy issues and solutions. Use different mediums (e.g. words, graphics, diagrams, charts, tables) to present the information in an easily digestible way. Write a discussion document.

Develop networks with technical experts who can provide input into problem identification, approaches to framing policy, and resolution.

Coach or mentor less experienced analysts on how to choose and apply the 'best fit for purpose' analytical frameworks for policy problems.

Participate in your agency's policy quality assurance processes, such as regulatory impact analysis and Cabinet paper committees.

20% learning from others

Make connections with external experts in the application of frameworks, analytical methods and practices for specific policy projects.

10% formal training

Take courses on different methodologies and analytical frameworks.

Take a course on critical thinking.