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# Careers at the Asian Development Bank

**12th Asian Development Bank Business Opportunities Fair 2024**  
**October 10, 2024 at 1:30 – 2:30 P.M**  
**By Paul Houston**



**ADB**

# Welcome!

- ADB's Mission
- ADB's Strategy 20230 – mid year review
- Organization and People
- How We Hire
- Young Professional
- Q&A



# ADB'S MISSION



To achieve a **prosperous, inclusive, resilient, and sustainable** Asia and the Pacific, while sustaining its efforts to eradicate extreme poverty.

# ADB'S STRATEGY 2030



Enhanced Focus – five strategic areas:

1. Climate Action
2. Private Sector Development
3. Regional Cooperation & Public Goods
4. Digital Transformation
5. Resilience and Empowerment

# ADB OPERATIONAL ACTIVITIES



Addressing remaining poverty and reducing inequalities



Accelerating progress in gender equality



Tackling climate change, building climate and disaster resilience, and enhancing sustainability



Making cities more livable



Promoting rural development and food security



Strengthening governance and institutional capacity

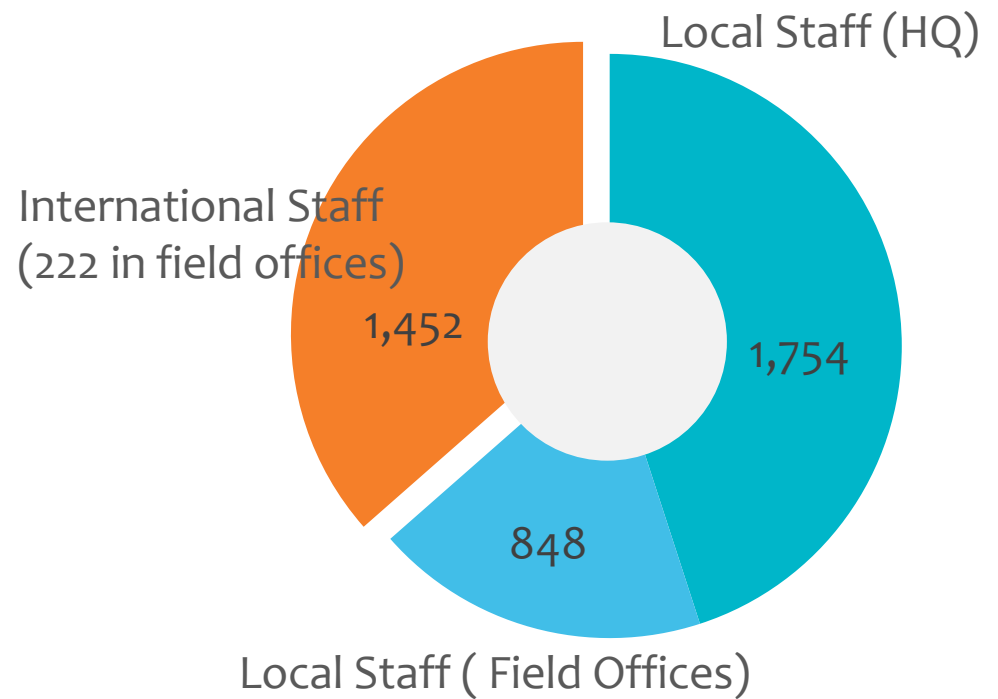
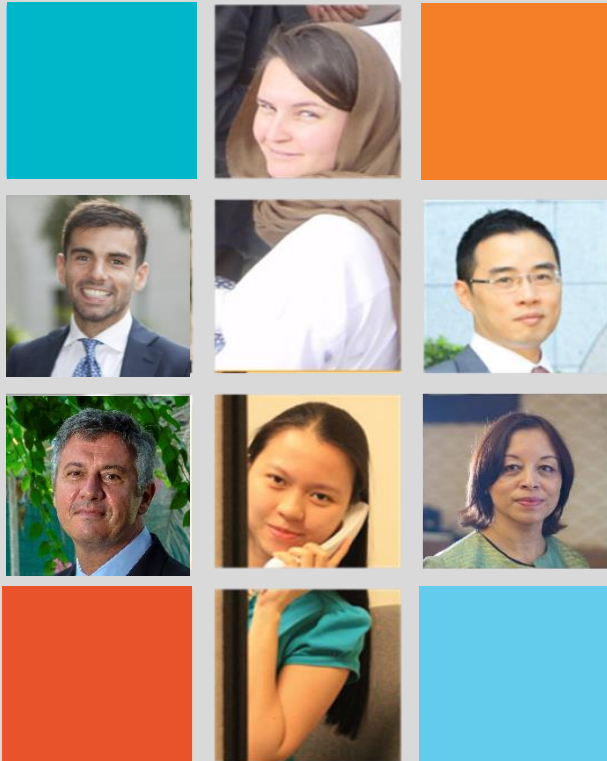


Fostering regional cooperation and integration



# OUR PEOPLE

4,054 Staff



*\*as of 30 September 2024*

# AREAS OF EXPERTISE



Education



Energy



Finance



Health



Transport



Urban



Water



Rural & Food Security



Environment



Climate Change



Disaster Risk Management



Gender



Governance



Regional Cooperation



Social Development



Economics



Investments



Risk Management



Procurement



Portfolio Management



Safeguard



Counsel



Digital Technology



Treasury



Controller



Audit



Evaluation

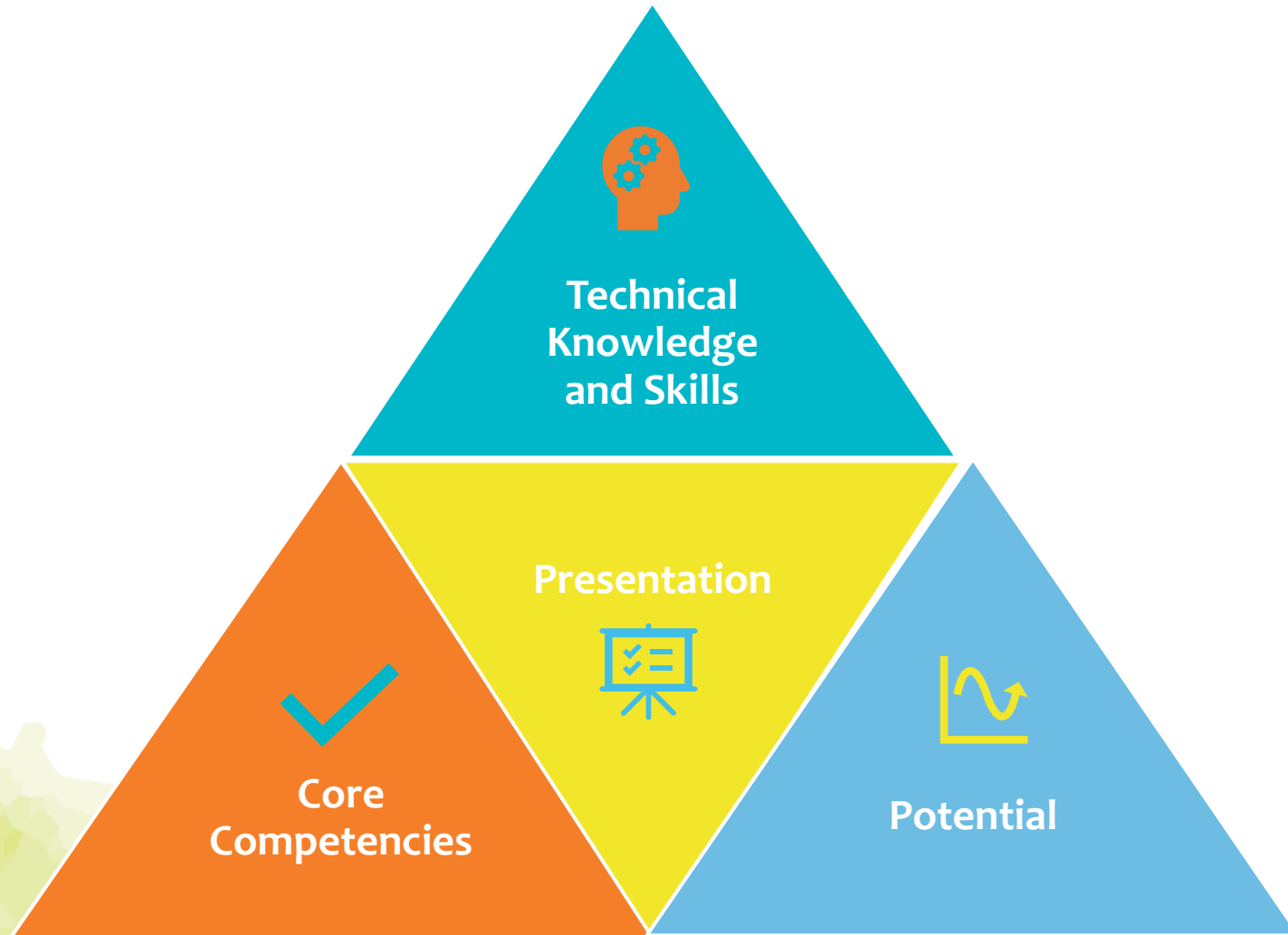
# WHAT WE LOOK FOR



- Experience: minimum of 6 years
- University degree
- Excellent communication & people skills
- International experience
- Leadership and management skills
- Specialization, core area expertise


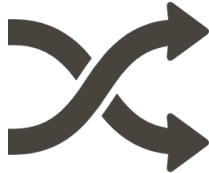





# HOW WE INTERVIEW



# HOW WE ASSESS CANDIDATES

5 competencies needed as a trusted partner by client countries

Specialization	Flexibility	Problem Solving Ability	Communication	Learning Agility
<ul style="list-style-type: none"><li>• Knowledge and skills</li><li>• Practical experience</li></ul>	<ul style="list-style-type: none"><li>• Tolerance to diversity</li><li>• Adaptability to uncertainties</li></ul>	<ul style="list-style-type: none"><li>• Ability to identify root cause of problems</li><li>• Ability to find a solution through collaboration</li></ul>	<ul style="list-style-type: none"><li>• Ability to communicate logically and convincingly</li><li>• Client orientation</li></ul>	<ul style="list-style-type: none"><li>• Keen to grow and learn beyond boundaries</li><li>• Innovative spirit</li></ul>
				

# SUCCESSFUL HIRES

*Typical New Hires at ADB look like....*



## AGE

Range: **30-59** years old  
Average: **44** years old

Average age of staff on board: **47** years old

Normal Retirement Age:  
**65** years old



## Years of Experience

Minimum Requirement:  
3 years for Young Professional  
6 years for IS4

Reality:  
YP: **5** years  
IS4 to IS6: **10 to 20** years



## Former Employers

### Public Sector:

- Multilateral Financial Institutions (global and regional)
- Bilateral Development Agencies
- Government
- Research Institutions

### Private Sector:

- Consulting Firms
- Banking
- Investment

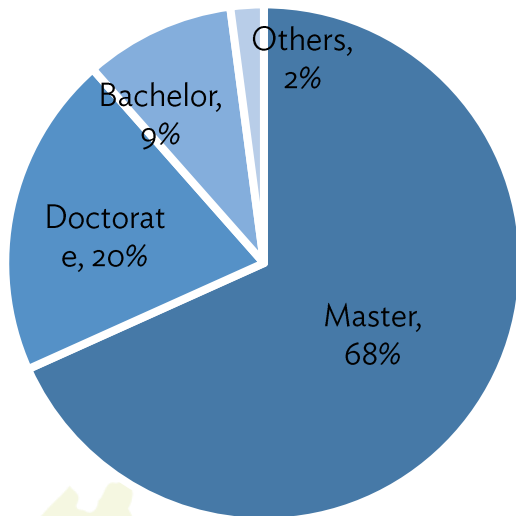
### Non-Government Organizations:

- International Development NGOs

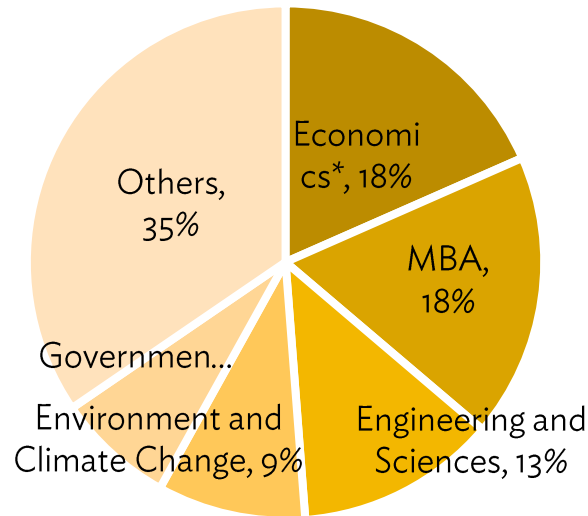
# ACADEMIC BACKGROUND

1,300 International Staff in 2023 came from...

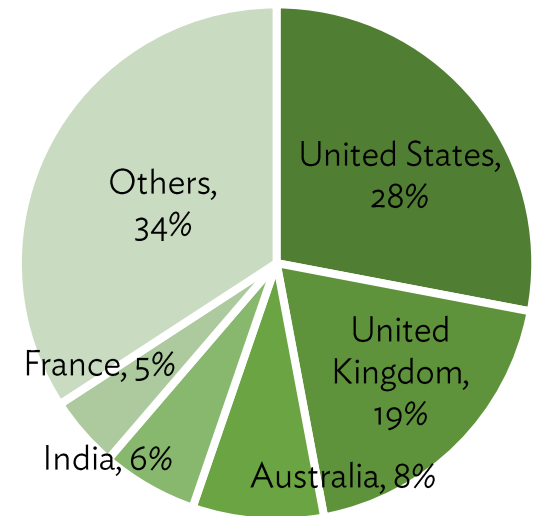
## Final Degrees



## Majors



## Locations



\* Includes Development Economics, International Economics, Econometrics, Education Economics, Agricultural Economics, etc

# WHAT ADB OFFERS

## Appointment



## Non-monetary Benefits



## Benefits





# YOUNG PROFESSIONALS PROGRAM

## REQUIREMENTS

- International Staff contract
- Highly qualified candidates with potential to grow
- Less than 33 years old
- 3 years' experience (minimum)

## PROGRAM DETAILS

- Exposure to a range of work experience through rotational assignments across different functions and Departments
- Work with teams on projects, country programming, sector and policy studies

# DIVERSITY & INCLUSION

*ADB seeks to ensure that everyone is treated with respect and given equal opportunities to work.*

## *Diversity*

*Range of differences including but not limited to gender, age, nationality, ethnicity, religion, skills, sexual orientation, physical abilities, working and thinking styles, etc.*

## *Inclusion*

*Embracing diversity and promoting a sense of belonging for all staff*



*D&I is at the heart of everything that ADB does.*

# JOIN US!



Career info  
[adb.org/careers](http://adb.org/careers)



For queries  
[adbemp@adb.org](mailto:adbemp@adb.org)



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Questions?