



BUSINESS OPPORTUNITIES FAIR



Asian Development Bank Headquarters, Manila, Philippines

9th ADB Business Opportunities Fair

Experts Pool

By: Muhammad Ehsan Khan

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What is an Experts Pool?

- ADB introduced the Experts Pool Program in 2016 to bridge the skills gaps, especially in the areas requiring cutting edge skills.
- “Experts” are on a 3 years fixed-term basis from leading organizations in the public or private sector to strengthen ADB’s knowledge base.
- Experts will be assigned to a centrally-established “Experts Pool” and work on actual projects on the ground. They are expected to assist the operational departments in designing and /or processing 2-3 ADB projects/year.

What are the Priority Areas?

- In [2016](#), we started with 3 positions: (i) Railways, (ii) Water Supply Management, (iii) Smart Grids.
- In [2017](#), priority areas were: (i) Waste-to-Energy, (ii) Smart Cities, (iii) Dam Optimization, (iv) Disaster Risk Finance (Insurance), and (v) Climate Change Adaptation.
- For [2018](#), [up to 8 positions will be made available](#) which may cover areas such as [Information and Communications Technology, Health, Agriculture, Education, Environment, Governance, and Social Development](#). Sector/Thematic expertise are currently being finalized and will be advertised soon after.

Benefits for the Sender Organizations?

- Experts will gain more experience and develop their technical skills through working on projects with ADB staff and negotiating with clients (e.g. governments).
- Experts will expand their network.
They will have opportunities of working with wide-ranging stakeholders, including ADB senior staff, academia and international organizations.
- The sender organizations will benefit from the enhanced skills and experience of their experts after they return.

Concerns of the Sender Organizations?

- Will ADB not retain the experts but surely return them to the sender organizations?

ADB is prepared to offer a non-extendable fixed-term contract which expires automatically in 3 years.

- Can sender organizations continue to or start to do business with ADB? Sender organizations will not be barred from bidding ADB projects?

Sending staff to ADB per se will not undermine sender's relations with it. Conflict of interest concerns will be checked on a case by case basis and mitigating measures taken, if needed.

How do we identify/recruit candidates?

- Two modes of engagement:
 - [Staff stream](#) (ADB pays the cost) – counted against the headcount of ADB
 - [Secondment stream](#) (sender Organization financed) – not subject to ADB's position headcount, and the number can be “flexible” as long as the experts meet the quality standard.
(in 2016, one smart grids expert was recruitment under the staff stream and another under the secondment stream)
- Selection for the Experts is on [competitive basis](#): with [8-10 years](#) of industry experience, with [Master's degree](#), expected aged range: [35 to 58](#) years old.

How do we identify/recruit candidates?

- Vacancies will be advertised for a minimum of two weeks at <https://www.adb.org/site/careers>.
- After screening, [short listed](#) candidates (several) will be invited to a [panel interview](#) including a [PPT presentation of 10 minutes](#).
- Successful/selected candidate will be [based in Headquarters in Manila](#), Philippines but may be asked to go on missions, as necessary.

Contact persons:

- **Amy Leung,**
Director General, Sustainable Development and Climate
Change Department
aleung@adb.org
- **Muhammad Ehsan Khan,**
Director, HR Business Partners Division
mekhan@adb.org
- **Chia-Hsin Hu,**
Advisor, BPMSD and Head, Unit for Institutional Coordination
chhu@adb.org

Appendix 1 : Managing the Conflict of Interest (1/2)

What may constitute conflict of interest?

- Conflict of interest, actual or potential, may arise when an individual holds two positions or two sets of interests, and
 - (a) one of those positions or interests might affect her/his objectivity and influence her/his actions or decisions in the other position, or
 - (b) circumstances create a risk or perception that judgment or actions regarding one role or interest will be (or could be) unduly influenced by the second role or interest.

What may be some typical cases of conflict of interest?

- Sending Organizations (or an affiliate or associate) bids on a contract to be provided to an ADB-invested project, where the expert may be involved in project design or the bid evaluation.
- Expert's work in relation to an assignment requires her/his opinions on the choice of technology, or industry/sector/country strategy, where the Sending Organization (or an affiliate or associate) may stand to benefit.
- Expert's work may bring her/him into a position where she/he can adversely affect interests of the Sending Organization's competitors.

Appendix 1 : Managing the Conflict of Interest (2/2)

How will the conflict of interest may be prevented?

- Sender organization and the expert will be briefed on, and will agree to the '[Conflict of Interest Guidelines](#)'.
- [Sender Organization and expert will notify](#) ADB of actual or potential conflicts of interest, both [when entering into the agreement and during course of the assignment](#).
- ADB will [review the situation on a case by case basis](#) and can [undertake mitigating measures](#) including:
 - Expert may recuse her- or himself or be removed from a particular project;
 - Expert's role or duties may be redefined in a way that eliminates or mitigates actual, potential or perceived conflict of interest;
 - ADB or the Sending Organization may propose to replace the Expert with another employee of the Sending Organization to assume the role of Expert; and/or
 - In cases where the above mitigation actions are not sufficient, assignment can be terminated or suspended by notice from ADB to the Sending Organization.
- Serious violations of the code of conduct, either by the sender or the expert, will be subject to termination of the expert's term, sanctions and other punitive measures.