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Future-Ready IT Workforce: IT Talent Recruitment, ITD Graduate Program

Anna Lee, IT Specialist (Sourcing and Procurement), IT Department

ADB

Solving Complex Challenges Together

Business Opportunities Outreach – Valencia | 2 December 2025

Anna Lee

Graduated from University of New South Wales - Bachelor of Commerce and Bachelor of Laws

Private Sector in different industries – Law, Printing, Airline, IT, Banking and Insurance

AGSM, Masters of Business Administration (Technology)

Ventured into fintech startups and consultancy for Public sector

ADB Head of IT Vendor Management

ADB

ADB's Mission

- Founded in 1966, the Asian Development Bank (ADB) envisions a prosperous, inclusive, resilient, and sustainable Asia and the Pacific, while sustaining its efforts to eradicate extreme poverty in the region.
- 69 members; 50 in the region; 19 non region
- 263 million live in extreme poverty on less than $1.90 a day
- ADB maximizes the development impact by facilitating policy dialogues, providing advisory services, and mobilizing financial resources through cofinancing operations that tap official, commercial, and export credit sources.

Strategy 2030:

Asian Development Bank

IT Department – Who we are

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ITD Organisation

Information Technology Department

Manages ADB's information systems and telecommunications services.

IT Finance and User Services

ITFS

Outsourcing Activities, Vendor Management, Service Desk, IT Knowledge Management, IT Asset Management, Automation, and IDRC Support

Infrastructure and Technology

ITID

Infrastructure Design, Operations, Monitoring, and Security Threat Response.

Cybersecurity and Compliance

ITOD-CS

Cybersecurity Governance, Standards, and Risk Oversight.

Digital for Institution

ITIN

Digital Solutions for Corporate and Administrative Functions.

Office of the Director General

ITOD

IT Governance, Budgeting, Demand Management, Capability Building, and Change Management.

Digital for Development Operations

ITOP

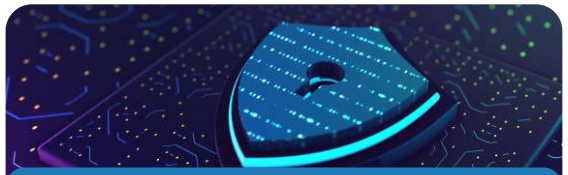
Digital Solutions for Development Operations and Application Governance.

Contact:

Key Challenges

Internal

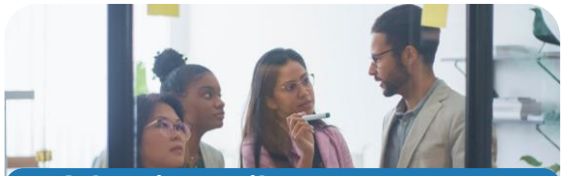
Replacing aging technologies and ensuring scalable IT infrastructure



Strengthening IT resiliency

Democratizing access to data

Fostering a culture of agility and collaboration will help ADB adapt to changing needs



Adopting agile procurement methods, and expanding purchasing channels

External

Rapid Technological Change and threats

Digital Mindset – Skill Transitions

Competition from New Financial Institutions

Geopolitical Risks on Tech Partnership

Scenarios Planning for Severe Climate Change

Contact:

ITD Roadmap to a Digital-first ADB

PPFD
Modernization of the Consultant Mgmt System

Operations
Sovereign Operations

Accounting
- Oracle ERP Upgrade
- SWIFT ISO 20022 Adoption
- Financial Reporting
- Integrated Disbursement System Modernization

Private Sector
- Loan IQ Upgrade
- Trade Finance, Supply Chain and Microfinance Platform

Treasury
Financial Projection

ERDI
ERDI Portal

Knowledge
Web Ecosystem

Automation
Empower@ADB

Treasury
Financial Projection

BPMSD
Advancing HR's Digital Transformation with Recruitment, Talent Marketplace, Position and Time Management

Operations
- Digital knowledge Management /Intranet
- Enterprise Geographical Information System
- Integrated External Funds Management System
- Integrity Intelligence System
- Sovereign Operations Modernization
- UC4: Climate Change Assessment (CCA) Annex

Financial Services
- Digital Promissory Note/CSS
- ERP Financials Modernization
- Next-Generation Risk Management Solutions (CAP replacement, OpRIm, Risk Metrics, Liquidity Risk Derivatives Library)
- Pre- and Post-deal Pricing Analytics and Reporting
- Pre- and Post-deal Trade Portfolio Analysis
- Strategic alignment of NSO systems
- Sustainability Reporting Solution

2025 | 2026 | 2027 | 2028 and beyond | Future State

Cybersecurity

Treasury
Cash Operations Optimization

Integrity Intelligence

BPMSD
HR Service Desk

Climate Change & Disaster Risk Mgmt

Data
Data and Analytics

Infrastructure
- IT Services Delivery
- Enterprise Integration Management and Governance

AI
- AI for Credit Risk Mgmt (CLARA)
- ADB Big Data Platform and Genie 2.0

Corporate Services
- Learning and Development Mgmt System
- Digital Records Mgmt

Partner Funds
Integrated External Funds Mgmt System

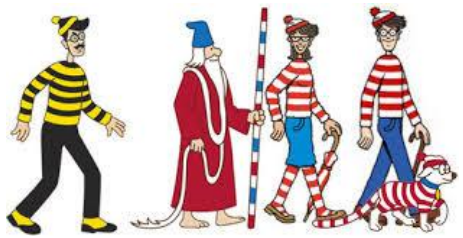
Admin & Corp
- Advancing HR's Digital Transformation (Recruitment, Talent Marketplace, Position, and Time Management)
- Concur Usability Improvements
- Corporate and Admin Emerging Requirements
- Digital Record Preservation
- ESG for Concur
- ESG for Coupa
- Medical Center Digitalization
- ServiceNow Enhancements

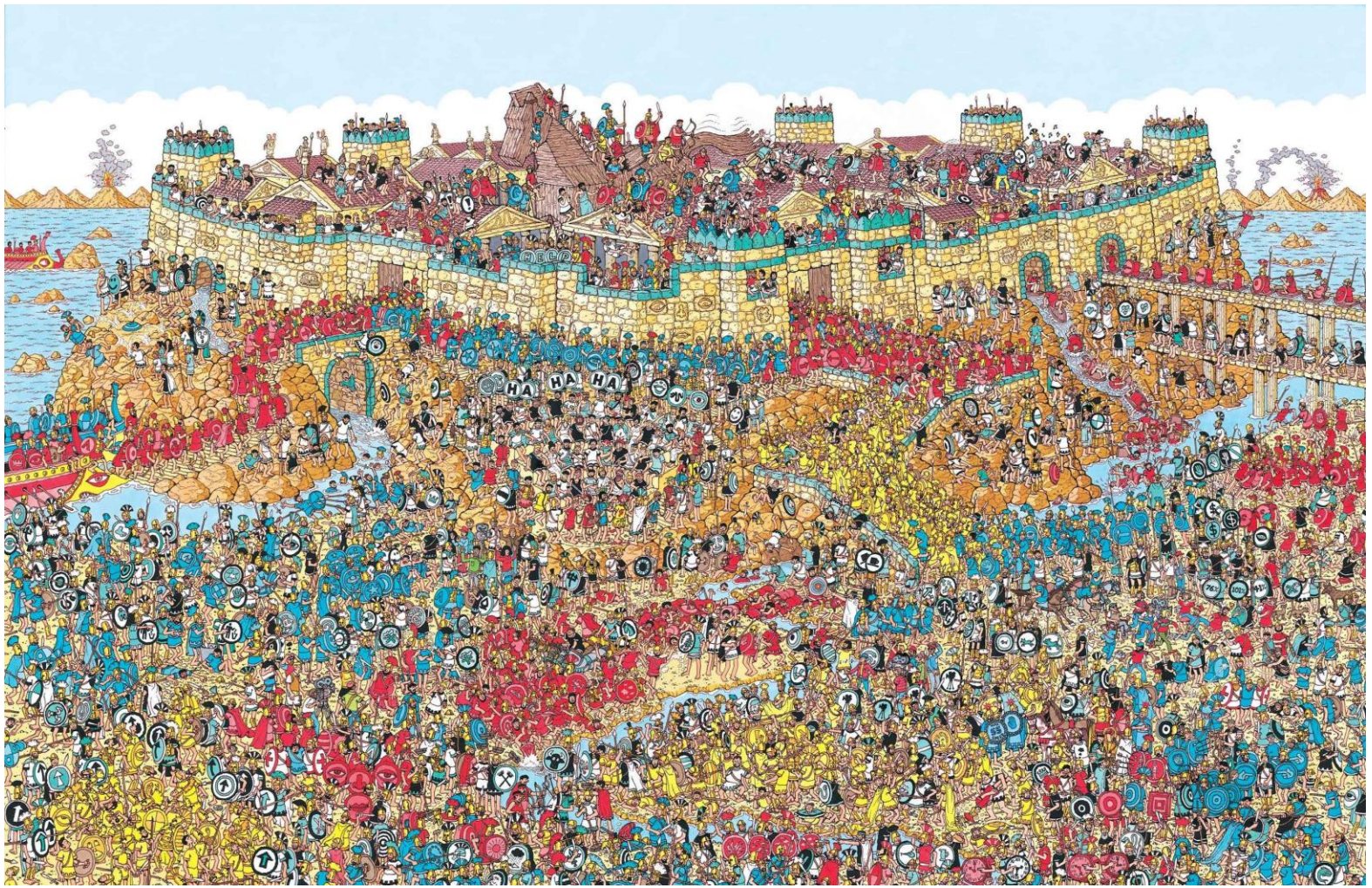
Digital Enablers
- AI Initiatives
- Country Risk Monitor for Transition, Fragility & Conflict
- Data and Analytics
- Grant and TA Funding Made Easy
- Recommendation System, Knowledge Sharing, and Advanced Project Search
- Unified Employee Center (AskADB)

Digital Foundation
- Client Services (IT Service Management)
- Cybersecurity and Compliance
- Digital Foundation: Infrastructure and IT Services Delivery
- Enterprise Integration Management and Governance

Contact:

Vendor Ecosystem





IDIQ International Sourcing

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What is IDIQ?

The Indefinite Delivery Indefinite Quantity (IDIQ) is a type of contract used by ITD to provide an indefinite quantity of services or products.
This can be either Staff Augmentation or Deliverable Based Services

Staff Augmentation

- Specific skills to perform a given task or scope of work
- Time-and-material based
- Engagement Type (Operational Support or Project Based)

Deliverable-Based

- One-time, short-term assignment
- Payment and management is based on deliverables

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IDIQ - At a Glance

1200+
IDIQ Candidate Interviews

6,500+
IDIQ CV Submissions

500+
Agency Personnel

36
IDIQ Agencies

ITD Procurement Channels

	Institutional Procurement via CSD	Consultant Management System via PPFD	Self-Source Mechanism by ITD			
			P-Card	Service Catalog	Digital Learning Labs	IDIQ
Description	Procurement for the operation and administration of ADB (AO 4.07)	Procuring Individual consultant or firm	Urgent or Low-cost or Emergency procurement using ITD Credit Card	Contracted goods or services available for purchase online. Order/Pay channel for users.	Experimentation of innovative solutions. Open to all start-up firms, academia, small firms with limited track record.	Indefinite Delivery Indefinite Quantity sourcing from a prequalified panel of suppliers.
Timeline	22 – 70 working days	Individual – 1 month Firm – 2 months	1 week	1 – 2 days	1 – 1.5 months	1 – 2 weeks
Sourcing Method	• Open Competition • Limited Sourcing • Direct Contracting	• Individual Consultants • Simplified Consultants' Qualifications Selection (SCQS) • Quality- and Cost-Based Selection (QCBS) • Least-Cost Selection (LCS) • Fixed-Based Selection (FBS) • Quality-Based Selection (QBS) • Consultants' Qualification Selection (CQS) • Direct contracting (Single Source Selection)	n/a	n/a	• Open Competition through Agorize Platform • Limited to <$75K USD	• Staff Augmentation from rate card, or • Deliverable-Based Services for <$100K USD

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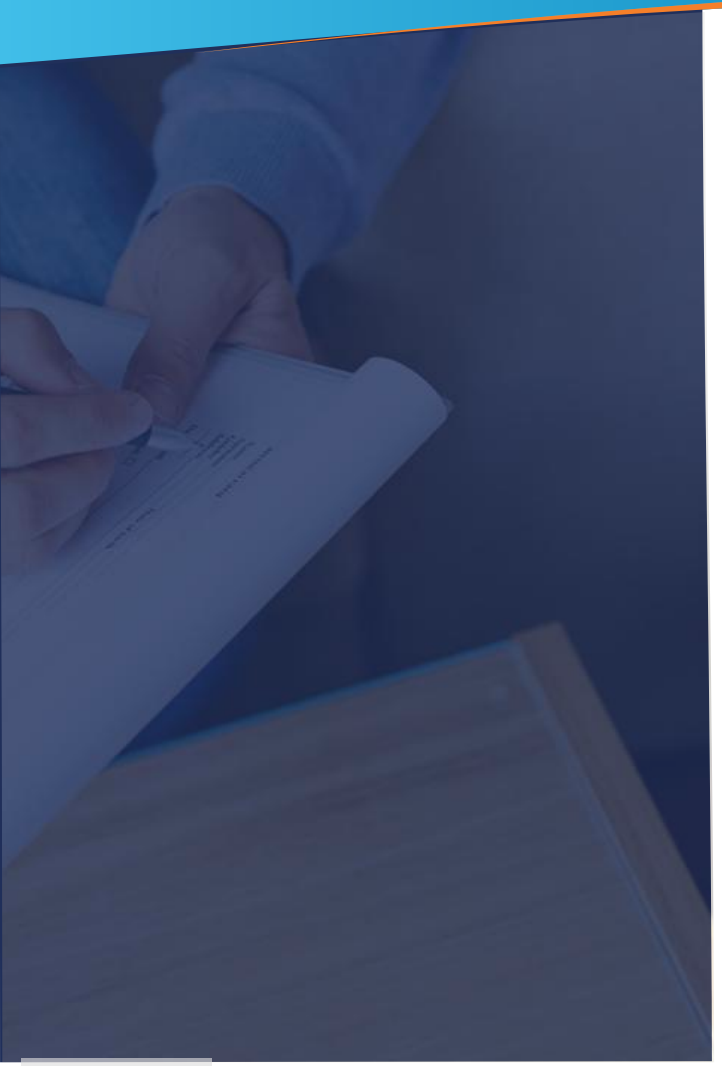
Our Vacancies



- Application Programmer
- Business Analyst
- Change Manager
- Communications Coordinator
- Content Coordinator
- Data Modeler
- Developers (Java, Solutions, Applications, Sharepoint, Python, Agiloft)
- Engineer (Network, Analytics, Data, FrontEnd, BackEnd)
- Full Stack Developer
- Infrastructure Support
- IT Analyst (Data)
- IT Analyst (System, Software, Governance, Risk)
- IT Product Delivery Manager
- Microsoft Azure Integration and Container Specialist
- Multimedia Designer
- Project Administrator
- Project Manager
- Scrum Mast
- Sharepoint Architect
- Systems Analyst and Integration
- Technical Support
- Workshop Designer and Facilitator

Contact:

IDIQ International Rate Table

*Staff Augmentation USD per HOUR		Associate (3-5yrs exp)		Senior (>5yrs exp)	
Group		Min	Max	Min	Max
A	IT Governance	$25	$75	$63	$125
B	Project and Portfolio Management	$25	$69	$56	$125
C	Business/Systems Analysis	$25	$63	$56	$88
D	Applications Development (Developers)	$25	$63	$56	$81
E	IT Infrastructure	$25	$75	$50	$125
F	Adoption and Change Management (ACM)	$25	$63	$50	$138
G	Digital Transformation	$25	$88	$56	$125
H	Business Support	$25	$94	$69	$113
I	RPA Skills	$25	$81	$69	$113

Contact:

Staff Augmentation Sourcing Process

Agency Personnel Sourcing Process

Step 1
Resource Management (RM) receives request for agency personnel

Step 2
RM reviews the requirement and secures necessary approvals

Step 3
RM floats the requirement to the ITSPs for sourcing

Step 4
ITSPs submits CVs to RM and forwards to the User Unit for screening

Step 5
User Unit schedules interview and informs RM of the selected candidate for engagement

Step 6
RM sends selection notice and proceed to rate negotiation. When done, RM sends Notice of Engagement to ITSP

Step 7
ITSP confirms start date and prepare pre-deployment requirements

Step 8
RM informs the User Unit of the start date. Requesting unit will file for necessary tools, apps, equipment requests, etc.

Contact:

Staff Augmentation Onboarding Journey

Day 0

Coordination
The Resource Management Team confirms the resource's start date with the User Unit.

Requesting
The User Unit submits requests for the following: 3-char ID, E3 license, POL and equipment.

Preparation
The agency prepares the pre-deployment requirements and conducts an orientation for the resource using the IDIQ ITSP Guidelines.

Scheduling
The Resource Management Team sends the laptop claiming schedule to the agency.

Orientation
9:00 AM
The agency rep accompanies the resource to ADB HQ for high-level orientation with the RMT.

Tour
9:45 AM
The agency rep gives the new resource a little tour of the campus

Endorsement
10:30 AM
The resource is endorsed to the User Unit.

Deployment
1:00 PM
The resource claims their laptop.

Day 1

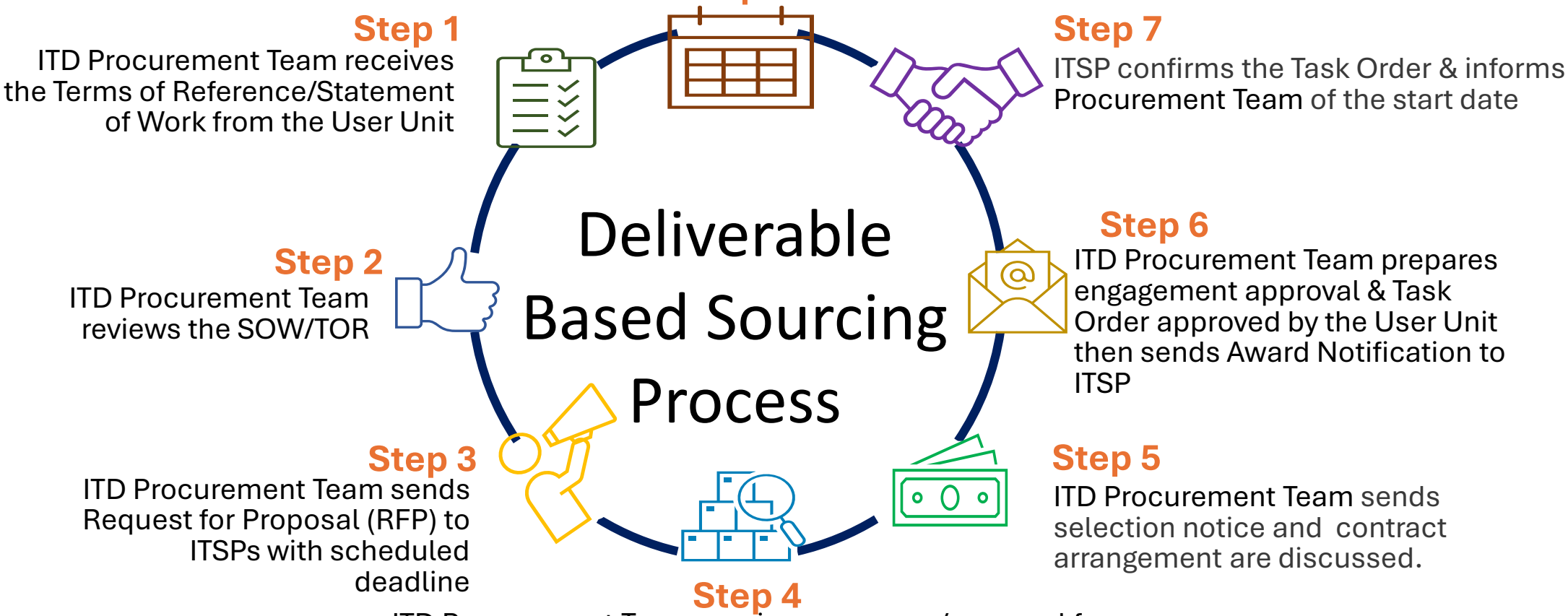
Contact:

Deliverable-Based Sourcing Process

Step 8
ITD Procurement Team informs the User Unit of the start date.

Step 1
ITD Procurement Team receives the Terms of Reference/Statement of Work from the User Unit

Step 7
ITSP confirms the Task Order & informs Procurement Team of the start date



Step 2
ITD Procurement Team reviews the SOW/TOR

Step 6
ITD Procurement Team prepares engagement approval & Task Order approved by the User Unit then sends Award Notification to ITSP

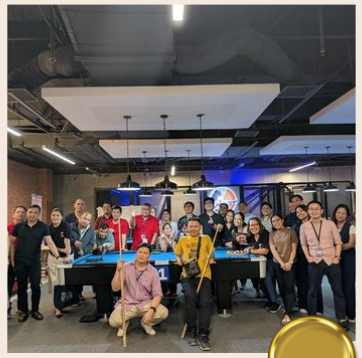
Step 3
ITD Procurement Team sends Request for Proposal (RFP) to ITSPs with scheduled deadline

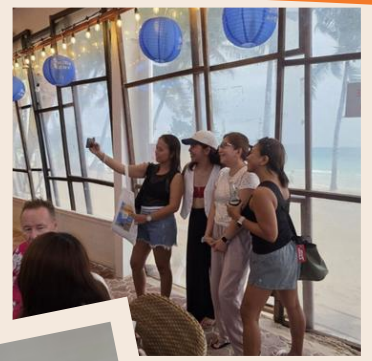
Step 5
ITD Procurement Team sends selection notice and contract arrangement are discussed.

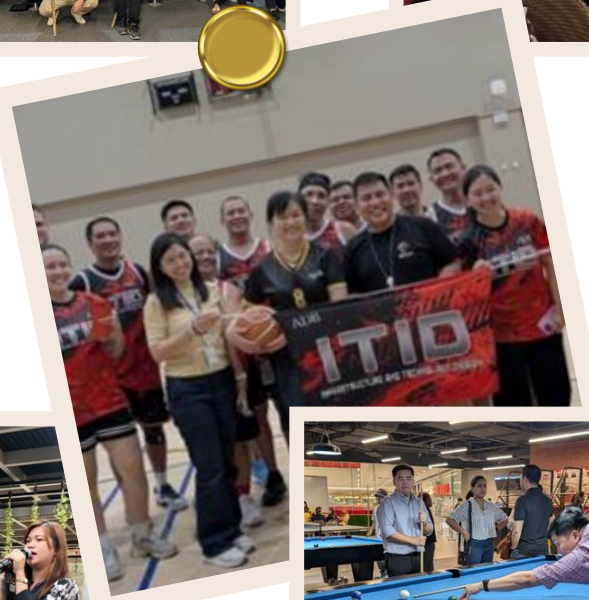
Step 4
ITD Procurement Team receives response/proposal for User Unit's review, technical evaluation and feedback

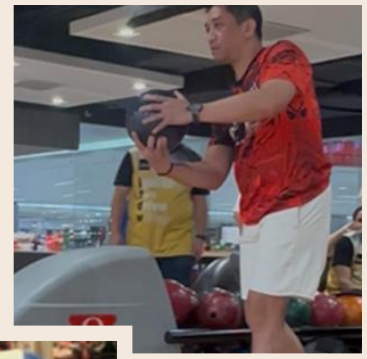
Contact:

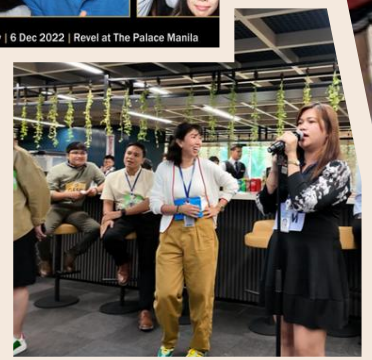
ITD Culture











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IDIQ | ITD Expectations of the Agency

CANDIDATE SOURCING

ONBOARDING

ONGOING SERVICE MANAGEMENT

RESOURCE SUPPORT

TRAINING/ UPSKILLING

REPORTING AND FEEDBACK

PERFORMANC E MONITORING

COMPLIANCE & DOCUMENTATIO N

Contact:

IDIQ Panel | How do I qualify?

- YEARS OF OPERATION
- ADB STANDARD IDIQ TERMS
- MANAGEMENT STRUCTURE
- AREAS OF COMPETENCE
- SUPPLIER QUALIFICATION
- COMPANY CERTIFICATION

Contact:

ADB IDIQ Future IT Leaders Program

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Talent Accelerator: IDIQ Future IT Leaders Graduate Program

Developing top talent **as a force multiplier that accelerates innovation, supports long-term growth and prepares ADB for future IT leadership.**

- **One-year program, local and International graduates**
- Partner **with academic institutions to find top talent for ITD**
- **Cybersecurity, Infrastructure, Developer, Generalist** roles – Project, Governance etc.
- Promotion through **campus events, job fairs, alumni networks, etc.**
- **Structured onboarding**, ongoing **training, performance reviews** and **networking**

Contact:

ITD IDIQ Graduate Recruitment

Pathway

1 PLAN
Establish recruitment goals, identify staffing needs, allocate resources

2 OUTREACH
Develop collateral materials and coordinate with target universities

3 LAUNCH
Conduct recruitment sessions, receive applications, and start shortlisting

4 SCREEN
Conduct exams/interviews of shortlisted candidates

5 OFFER
Extend job offer to successful candidates

6 ONBOARD
Onboarding through the ITD IDIQ Graduate Buddy System

7 DEVELOP
Provide assignments and structured training programs

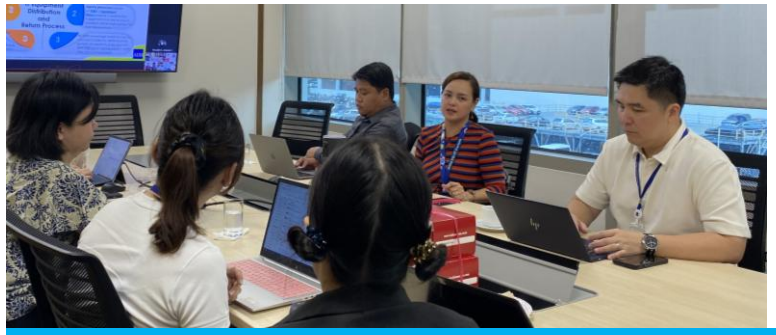
8 SET GOALS
Establish performance goals and provide regular feedback.

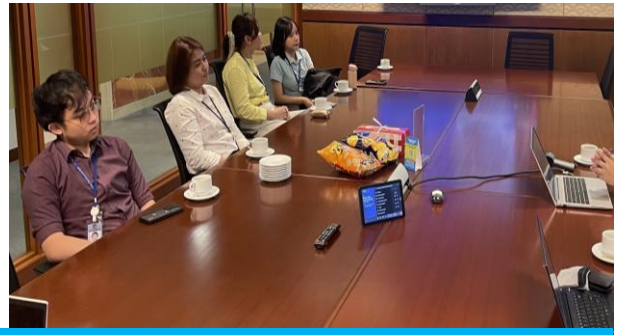
9 ENGAGE
Engage new hires in networking events and monitor their progress.

10 EVALUATE
Evaluate performance and check opportunities for retention

Contact:

FIT Leaders Buddy System





Brewed Insights Sessions combine expert-led discussions with small group consultations to check in on how ITD graduates are progressing in their roles and development

ITD IDIQ Graduate FIT Leaders

- ❑ Diverse Culture
- ❑ Career Development and Prestige
- ❑ Opportunities for Collaboration
- ❑ International Exposure
- ❑ Facilities
- ❑ Technology and Innovation
- ❑ Social Impact
- ❑ Salary and Benefits

What attracts graduates to ADB?

- ❑ University Partnerships
- ❑ Marketing
- ❑ Recruitment Strategies
- ❑ Career Development Pathways

What are the best ways to find top talent?

- ❑ Experience and Exposure
- ❑ Training and Development
- ❑ Mentorship and Support
- ❑ Career Path Opportunities
- ❑ Organizational Alignment

What could have helped you as a graduate?

Contact:

Areas of Expertise

Education
Energy
Finance
Health
Transport
Urban
Water

Rural & Food Security
Environment
Gender
Governance
Regional Cooperation
Social Development

Economics
Investments
Risk Management
Procurement
Portfolio Management
Safeguard
Counsel

Digital Technology
Treasury
Controller
Audit
Evaluation

Contact:

FIT Leaders Engagement Program

Snapshots from Our Graduate Engagement Programs: Empowering Future Professionals

Contact:

Empowering Transformation with You

"Investing in digital transformation and our People is not just about staying current; it's about building resilience, ensuring ADB's relevant to clients and partners, achieving development impacts and is prepared to navigate the challenges of Volatility, Uncertainty, Complexity, and Ambiguity with confidence and agility."

Strategy 2030:

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Event Contact

https://www.adb.org/news/events/adb-business-opportunities-seminar-valencia-spain-2025

ADB IT Delivery and Resiliency Center IDRC@adb.org