



# BUSINESS OPPORTUNITIES FAIR



Asian Development Bank Headquarters, Manila, Philippines

## 8<sup>th</sup> ADB Business Opportunities Fair

Experts Pool

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23 March 2017

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# Experts Pool – Key Features (1)

## ● ***Why do we need it?***

Aims to **bridge skills gaps** through acquisition of **updated and current expertise** in priority areas, with **composition of expertise in the pool changing over time** as the operational needs evolve.

## ● ***How do we get the experts?***

Experts are recruited for 2 to 3 years on a **fixed term basis**, which **allows them to return back to their parent organizations**.

Current staff of **private firms, public sector agencies, think tanks and other industry leaders** are eligible to apply, subject to screening for and acceptance of **conflict of interest provisions**. **Individuals** are also eligible.

## ● ***Where are the experts assigned to?***

Experts, **centrally located** in sector/thematic group secretariats, assist the operational departments in **designing and /or processing 2-3 projects/year**.



# Key Features (2)

## ● ***What is the size of experts pool?***

- We started in 2016 with **3 positions** (railways, water supply management and smart grids).
- **5 new positions** will in 2017, and another 5-7 positions in 2018.

## ● ***How do we identify/recruit candidates?***

- **ADB identifies the “priority areas”**
- **Two Streams of Experts:**
  - **Staff Stream** – counted against the position headcount
  - **Secondment Stream** (sender Organization financed ) – not counted against position headcount, and with no set caps in terms of numbers.
- Selection is on a **competitive basis**, regardless of staff or secondment stream.
- Targeted experts should ideally have **10~20 years of experience**, and recruited at about **IS 5 level**, with candidates salary range of **\$130,000 to \$180,000 per annum for the staff stream.**



# Benefits for the “Sender Organizations” and the “experts”

- Sender Organizations’ most promising mid-career experts will **gain exposure to the development field**, where they will be joining interaction and dialogue with the authorities in ADB member countries.
- Experts’ will be able to **apply their cutting-edge skills on actual projects** in the field, see how they work, and gain feedback.
- Passing through a rigorous screening processes and experience of working with a reputed international organization will serve as an **implicit accreditation for the experts**.
- Recruitment can be on a “non-extendable” fixed-term basis with a cool-off period at completion of the term, which will help **ensure that the experts will return to the sender organization** with gained experience.



# 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.



# 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.



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# 2017 Intake of Experts Pool

- For 2017 batch of 6 experts pool positions will be posted.
- Targeted expertise include:
  - Waste to Energy
  - Smart Cities
  - Dam Optimization
  - Disaster Risk Finance (Insurance)
  - Climate Change Adaptation
  - Railways (remainder from 2016 intake)



# Recruitment Process (1/2)

Q1 2017

- ADB identifies key needs for the 2017 intake

Q1-Q2 2017

- Outreach to the potential partners to inform them about upcoming opportunities
- Expert Positions are posted on ADB's website
- Proactive search through use of social media and employment fairs

Q3 2017

- Applicants are shortlisted and interviewed through video-conference, part of the interview includes a presentation by the candidate
- Promising candidates are invited for in-person interviews at ADB Headquarters in Manila, Philippines



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# Recruitment Process (2/2)

Q2/Q3 2017

- For secondee stream, ADB agrees with the sender organization on terms and conditions for the assignment (source of funding, salary and benefits etc.), including the code of conduct and conflict of interest guidelines
- Sender organization and ADB sign a Memorandum of Agreement

Q2/Q3 2017

- For staff stream, ADB negotiates the terms and conditions with the expert
- Expert signs an employment contract

Q2/Q3 2017

- Expert reports to ADB and is assigned to Sector/Thematic Group Secretariat.
- Technical Advisor (main supervisor) draws up the expert's work plan in consultation with the sector directors from operational departments (input supervisors).



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