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Careers at the Asian Development Bank

HR presentation at the Business Opportunities
Fair
5 October 2023



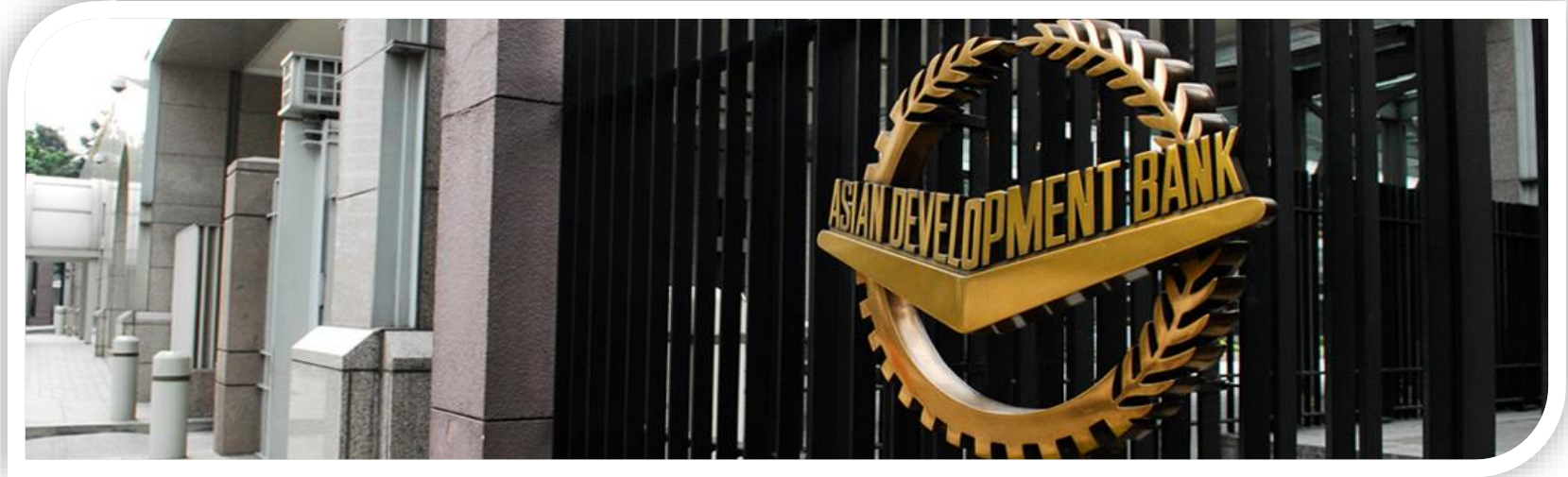
ADB

Welcome!

- ADB's Expertise
- Organization and People
- How We Hire
- Young Professional and Internship Programs
- Diversity Matters



Founded in 1966 - MDB



- 68 members; 49 in the region; 17 in Europe
- 40 borrowing members
- Japan and the United States are the 2 largest shareholders

ADB'S STRATEGY 2030 VISION



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

ADB'S ADDED VALUE



Finance and Advice for Development Solutions

- Loans
- Grants
- Guarantees
- Equity Investments

Knowledge & Partnerships

- Technical Assistance
- Policy Dialogue

ADB's New Operating Model

*Accelerating transformation
toward Strategy 2030 and beyond*



The new operating model envisages a new approach to delivering ADB's services to our clients. It will enable four key shifts that will accelerate achievement of the goals of Strategy 2030 and better equip ADB to meet future challenges:

Climate

Realize our ambition to be the region's climate bank by leading the region in climate action and near-doubling of our annual climate financing



Private Sector

Strengthen our role as catalyst for private sector by spurring greater private sector participation in Asia's development

Solutions

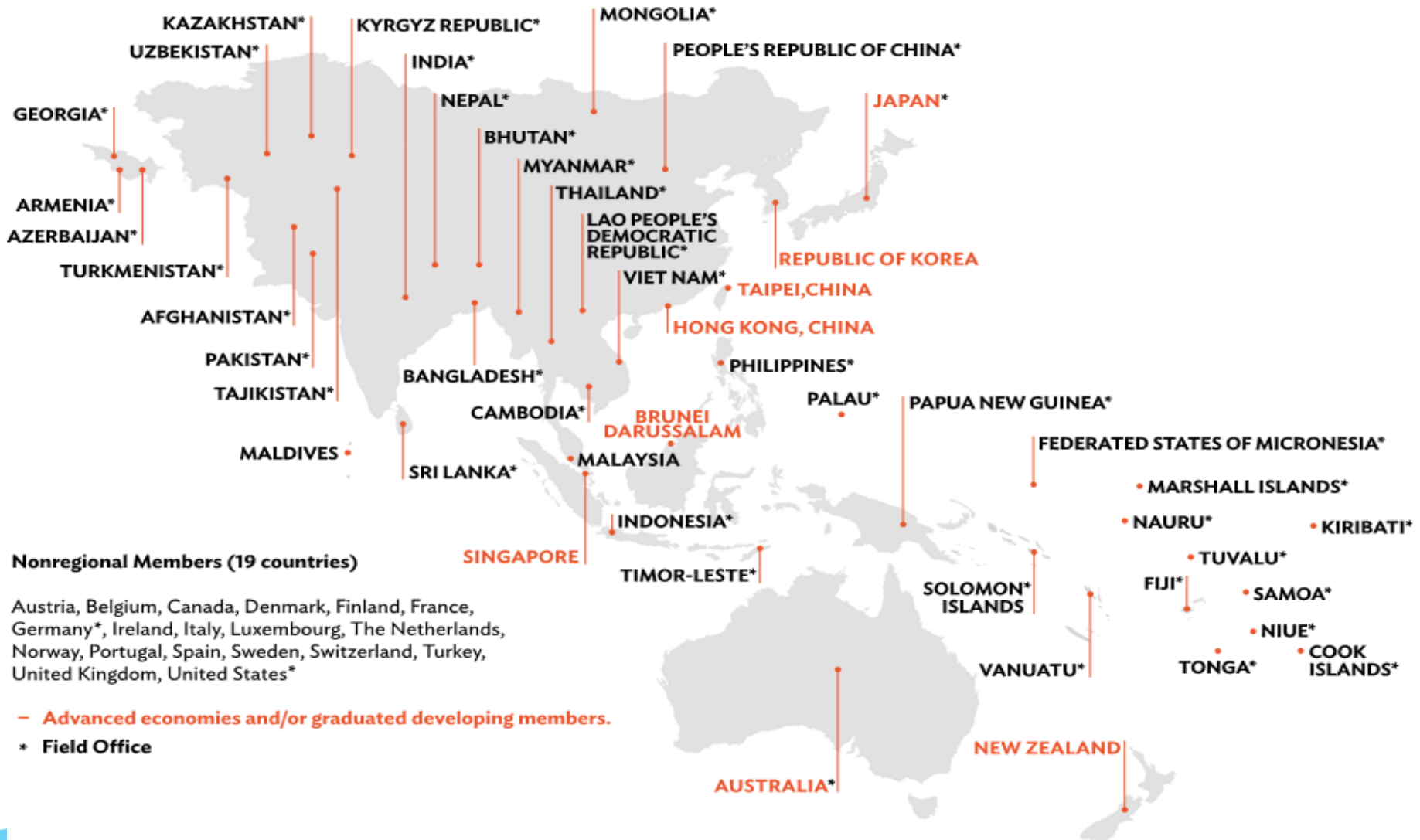
Elevate our role as the region's solutions bank by delivering holistic, knowledge-driven, innovative and integrated solutions



Ways of working

Empower staff to deliver value and impact to clients by living our updated values and modernizing our approach to work, becoming more efficient, agile and collaborative

WE HIRE FROM ADB MEMBERS



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



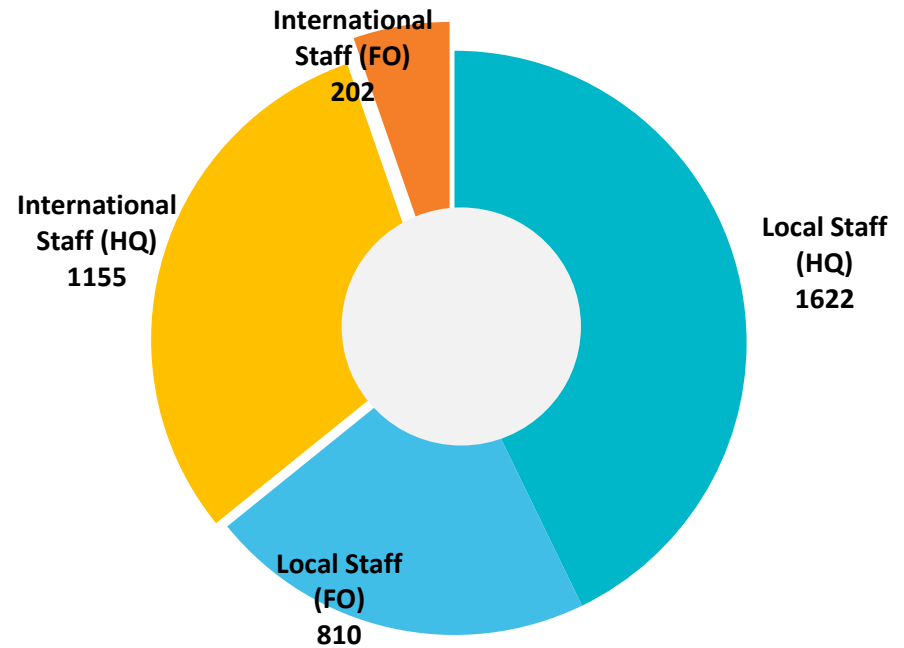
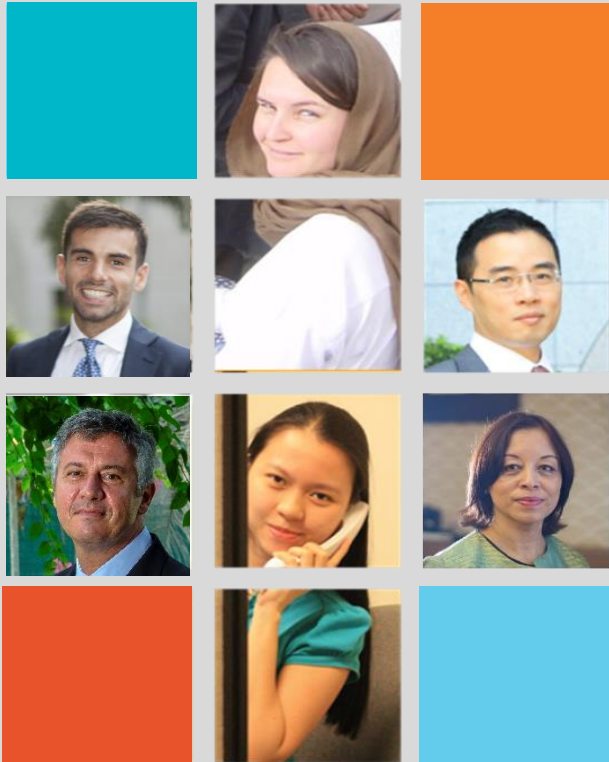
Audit



Evaluation

OUR PEOPLE

3,789 Staff



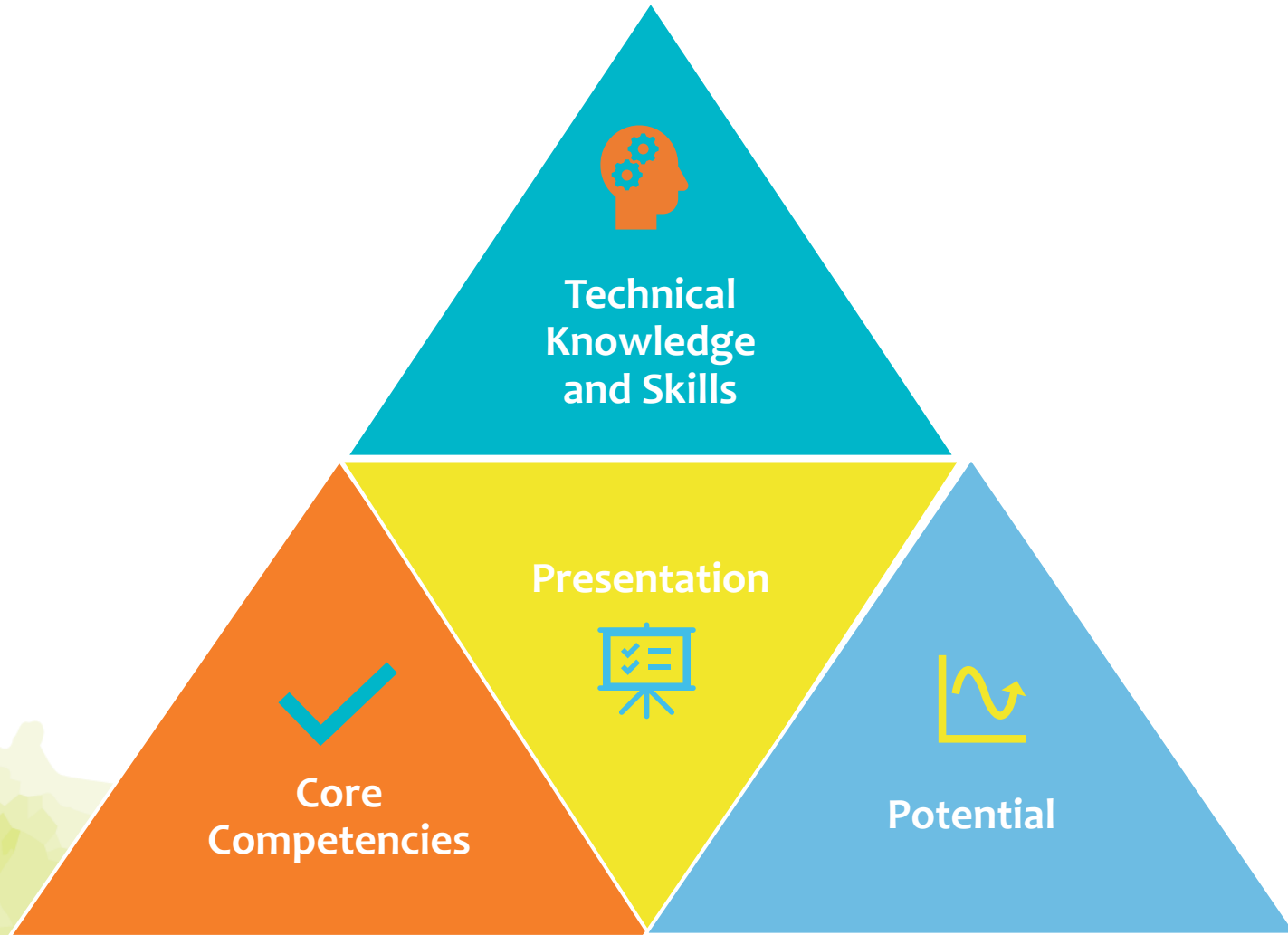
**as of 30 June 2023*

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



SUCCESSFUL HIRES

Typical New Hires at ADB look like....



AGE

Range: **30-60** years old
Average: **43** 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 IS3

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

WHAT ADB OFFERS

Appointment



Non-monetary Benefits



Benefits



YOUNG PROFESSIONALS PROGRAM

REQUIREMENTS

- International Staff contract
- Highly qualified candidates with potential to grow
- Maximum 32 years old upon joining
- 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



INTERNSHIP PROGRAM

- 2+ month project-oriented opportunity
- Sovereign & non-sovereign operations and knowledge departments
- Enrolled in Masters or PhD program

DIVERSITY, EQUITY & 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

Equity

Ensures that everyone, regardless of their background, has equal access to opportunities and resources.



DEI is at the heart of everything that ADB does.

JOIN US!



Career info
adb.org/careers



For queries
adbemp@adb.org



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ADB Internship Program
adb.org/work-with-us/careers/internship-program



ADB Young Professional Program
adb.org/work-with-us/careers/adb-young-professionals-program

LEARN MORE ABOUT ADB





Thank you!

CAREER OPPORTUNITIES

Staff

Consultant

National of an ADB-member

Nationality

Nationals of non-ADB member can be engaged through firms incorporated in an ADB-member country

Full-time employment

Engagement Type

Contract-based (continuous or intermittent) with fixed duration

Managed by HR (BPMSD)

Recruited by

Managed by department/division leading the project and Procurement (PPFD)

Annual salary

Remuneration

Rate per working day

ADB Career & Employment System
<https://aces.adb.org/>

Application Platform

ADB Consultant Management System
<https://cms.adb.org/>