

# Join Us. Asian Development Bank

Welcome



11 July 2016  
University of Tokyo

# Join Us. Presenters

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- **Toshio OYA**, Budget, Personnel, & Management Systems
- **Chikako HORIUCHI**, Risk Management
- **Yoshie SHIBATA**, Human Resources

# Join Us.

## Help Fight Poverty, Improve Lives in Asia and the Pacific

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- **How** we help
- **Who** we are
- Who and How we **hire**
- **What** to expect



# The Region's Poverty Challenge

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**Over half** of the world's  
poor\* live in the region

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451 million people live on  
less than \$1.90 a day

\* \$1.90 per day definition is based on 2011  
Purchasing Power Parity (World Bank 2015).

# Join Us.

# Asian Development Bank

## How we help



ADB

# Strategy 2020 (S2020)

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**Vision: An Asia and Pacific Free of Poverty**

## Three strategic agendas

- inclusive growth
- environmentally sustainable growth
- regional integration

## Five drivers of change

1. Private sector development and private sector operations
2. Good governance and capacity development
3. Gender equity
4. Knowledge solutions
5. Partnerships

# New Corporate Strategy

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- Motivation:
  - Changing Development Landscape
  - New International Development Goals
  - New Financing Landscape
  - ADB's Expanded Financial Resources
- The strategy will outline a vision and key directions for ADB's engagement with DMCs
- To be launched in 2018

# ADB Operations

ADB supports developing member countries in Asia and the Pacific through:

## Types of Assistance

- Loan
- Guarantee
- Equity Investment
- Grants
- Technical Assistance (TA)



## Funding Source

- Ordinal Capital Resources (OCR)
- Asian Development Fund
- Special funds
- TA Funds and other trust funds



# ADB Portfolio

## 2015 Assistance by Sector - \$27.17 billion

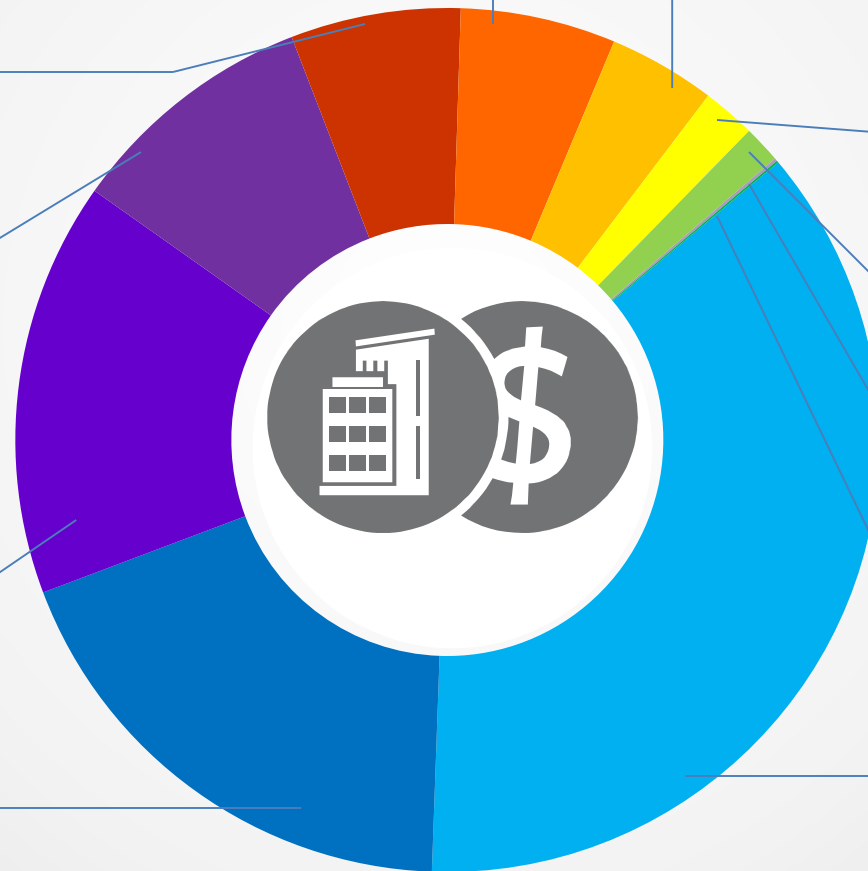
**\$1.58 B**  
**EDUCATION**

**\$1.73 B**  
**PUBLIC SECTOR MANAGEMENT**

**\$2.54 B**  
**WATER & OTHER URBAN  
INFRASTRUCTURE &  
SERVICES**

**\$4.22 B**  
**TRANSPORT**

**\$5.08 B**  
**FINANCE**



**\$1.09 B**  
**AGRICULTURE, NATURAL  
RESOURCES & RURAL  
DEVELOPMENT**

**\$0.54 B**  
**INFORMATION &  
COMMUNICATION  
TECHNOLOGY**

**\$0.38 B**  
**HEALTH**

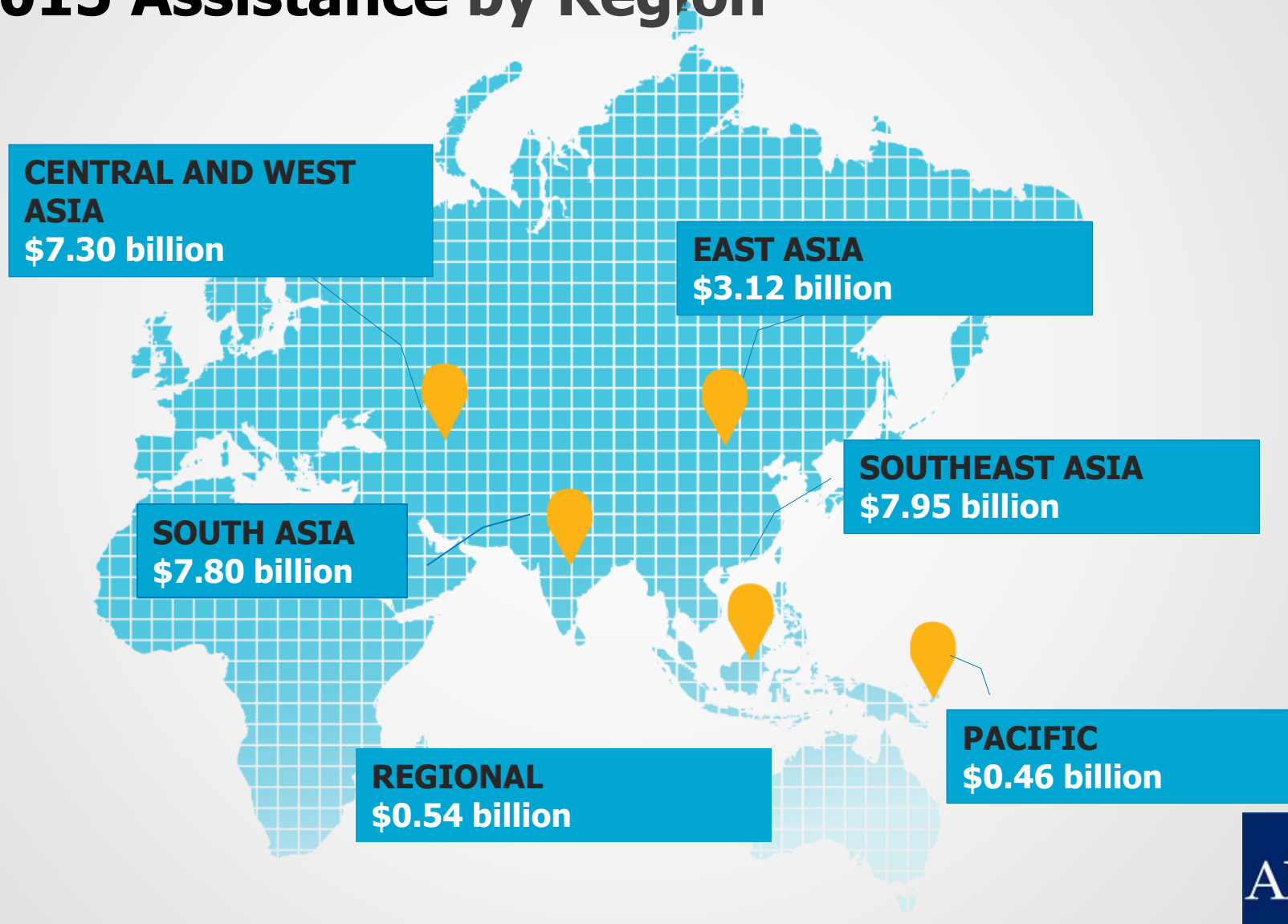
**\$0.03 B**  
**INDUSTRY & TRADE**

**\$0.02 B**  
**MULTISECTOR**

**\$9.97 B**  
**ENERGY**

# ADB Portfolio

## 2015 Assistance by Region



# Change of Business Model

## ***"Stronger, Better and Faster ADB"***

- Scaling up lending by up to 50% starting January 2017
  - Merger of the Asian Development Fund (ADF) lending operation and Ordinary Capital Resources (OCR)
- Finance++ approach, i.e. Finance plus Leverage plus Knowledge, for sustainable development. Enhanced system of 15 Sector and thematic groups.
- Faster decision making process: improved procurement process, delegation of more authority to resident missions.



# Expanding Staff Resources

*“Optimizing numbers. Increasing capacity.  
Meeting new demands.”*

- Expanding workforce - 90 new professional staff positions in next three years, and even more if higher growth in operations
- Re-aligning skills with evolving demands
- Filling in with new talent, while optimizing current resources
- Top-notch experts targeted for “**Expert Pool**” in the expertise ADB gives immediate priority to: Transport, Water, Energy, Urban.
- Top 3 areas:
  - ① Railway
  - ② Water utility management
  - ③ Smart Grids

# ADB's Private Sector Operations

## Non Sovereign Operations

- **Clients:** Banks, companies (including State Owned Enterprises) and projects operating on a commercial basis
- **Products:** Debt, equity investments, guarantees, B-loans, risk transfers and other co-financing—rule of thumb: “mobilize two dollars for every dollar of our own”

*We wear two hats – **development impact** and **financial robustness**: PSOD is and must be profitable*



# ADB's Private Sector Operations

## Sectors of Focus



**Hard infrastructure** such as power, gas, water, transport, and telecom



**Social sector** including agribusiness, health, education, and low-cost housing



**Financial institutions** to support trade, small and medium enterprises, microfinance, women entrepreneurs, mortgages, leasing, agriculture and other core areas.  
**Private equity** investments in funds with a strong development focus



**...with an emphasis throughout on renewables and climate financing**

# ADB's Private Sector Operations Department

## Who Works for PSOD?

Those with a ***strong commercial background*** but a ***powerful development calling*** (former commercial bankers, developers, advisors, investors, fund managers). Specialist functions such as Know Your Client, Safeguards and Development Economics. Large portfolio management (over \$7bn under management) and support functions



# High Impact through Private Sector Investments

## BHU: Hazelnut Value Chain Development



**ADB Assistance:** \$3m equity

**Investee:** Mountain  
Hazelnuts Group Limited

**Development Impact:**  
Development of inclusive  
and climate-resilient  
hazelnut value chain,  
involving 15,000 small  
farmers to plant 10 million  
trees on 22,000 acres of  
previously fallow or  
degraded land



# Join Us.

# ASIAN DEVELOPMENT BANK

Who we are

Who and How we hire

What to expect



ADB

# Who we are

- Founded in **1966**
- **67 members**
  - 48 in the region
  - 19 in outside the region
  - 41 borrowing members
- Japan and the United States are the 2 largest members



# Who we are – Where we work



# Video: What is it like to work in ADB?

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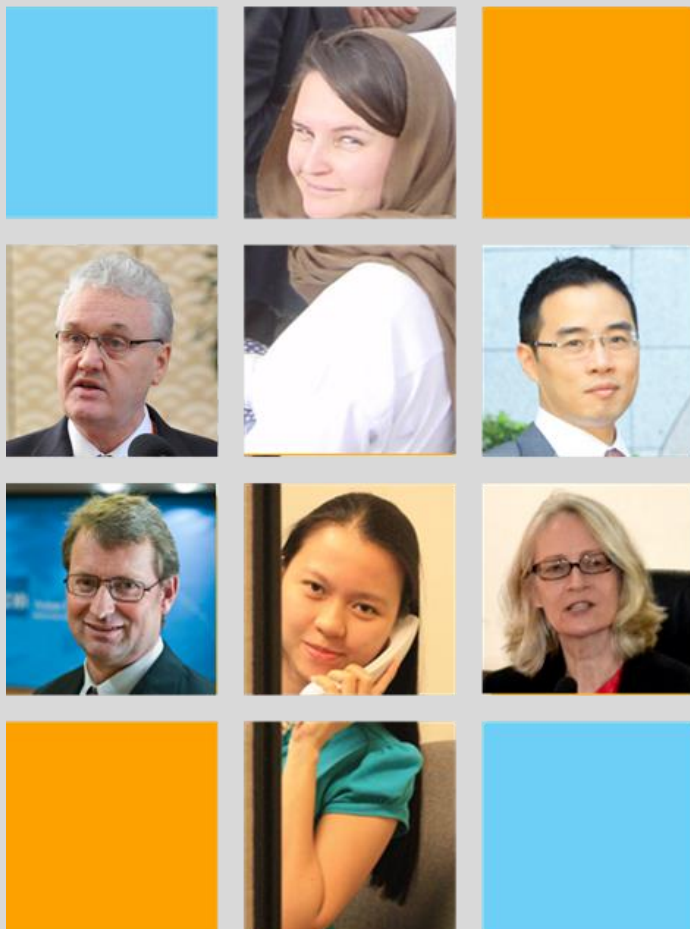


# Who we are

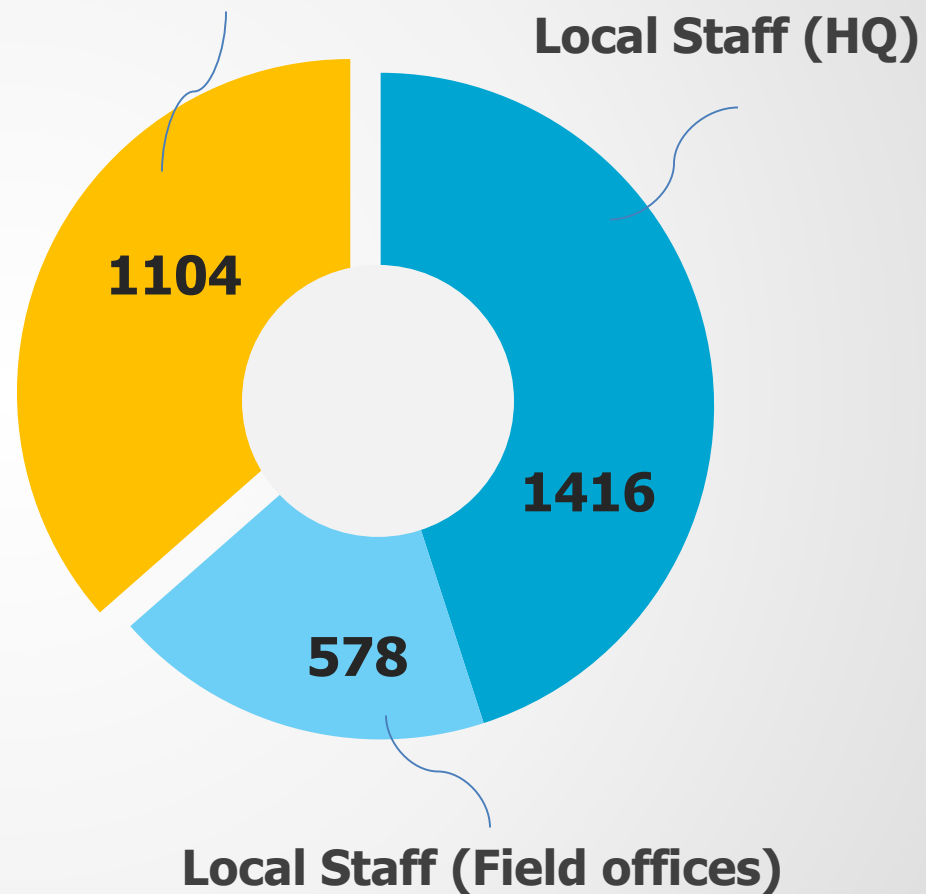
## Staff

**3098 Staff**

from 59 member countries



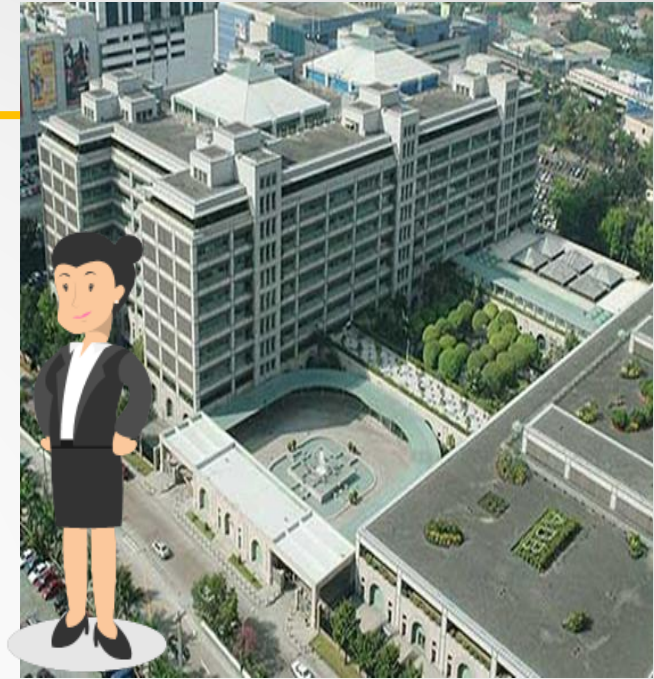
**International Staff  
(143 at Field Offices)**



\*as of 31 Dec 2015

# Who we are

## International Staff Jobs



Strategy & Policy

Economist

Energy

Transport

Social Sector  
(Education)

Urban  
Development

Investment

Finance

Safeguard

Evaluation

Controller

Procurement

Counsel

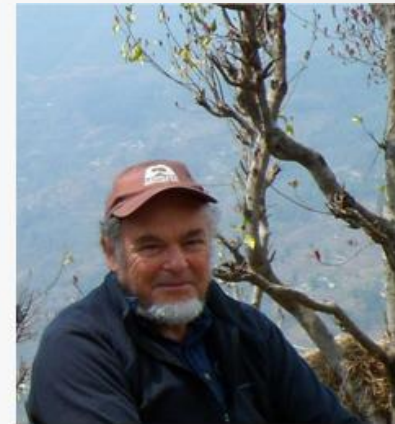
Treasurer



# Who we hire

## Background for International Staff

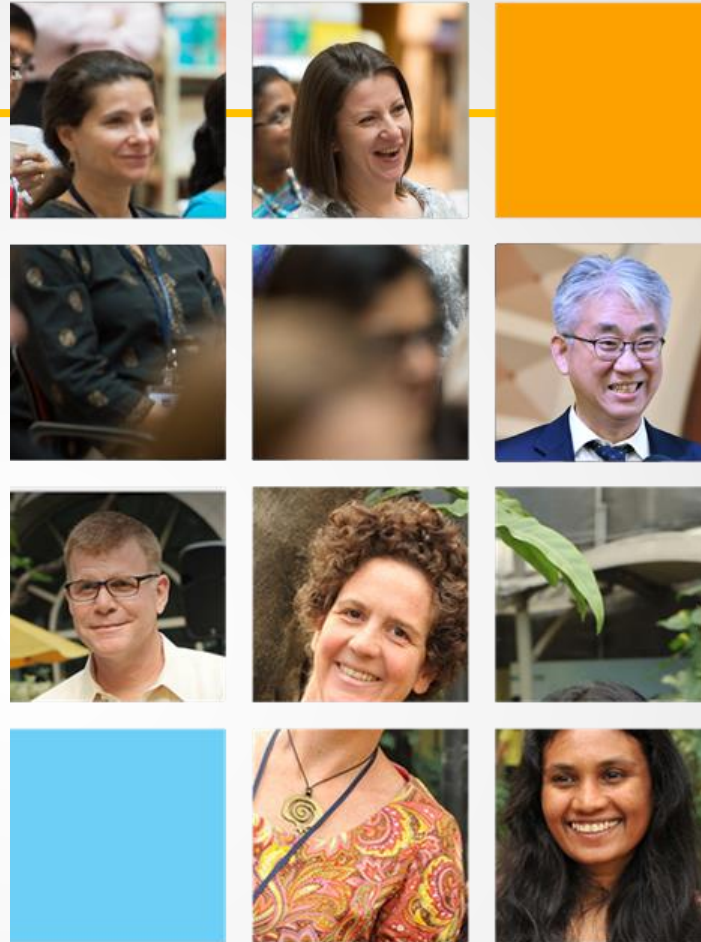
- Experience: Minimum of 5 - 8 years
- Post-graduate degree
- Communication capability
- International Experience



# Who we hire

## Values

- Committed
- Dedicated
- Accountable
- Driven
- Collegial

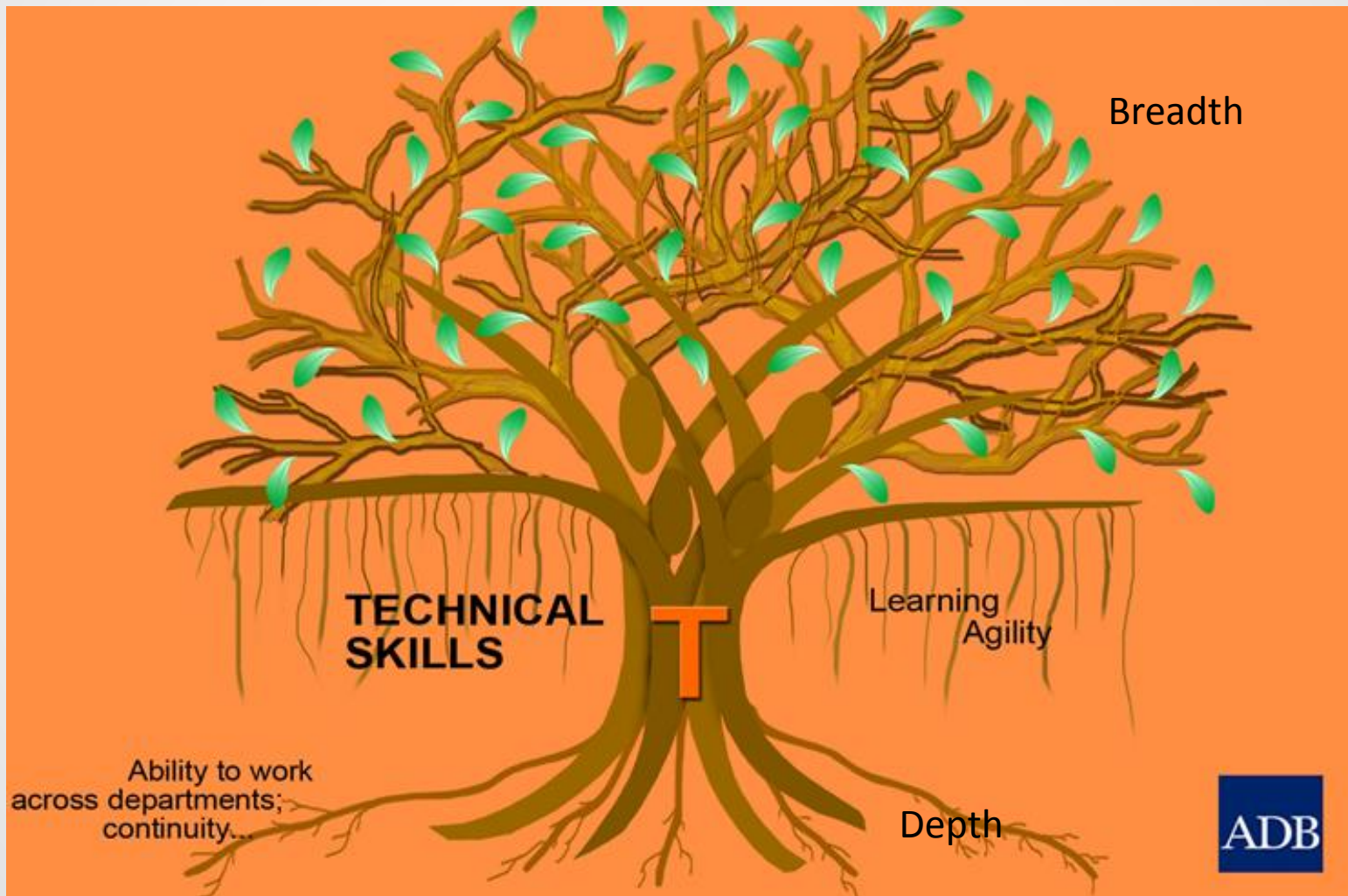


ADB hires talent who strives for growing, developing and contributing to ADB's success



# Who we hire

## Wanted Talent



# How we hire

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- 1 Candidates are sourced by posting, recruitment mission, and LinkedIn
- 2 Screening & Short-listing
- 3 Preliminary Interviews
- 4 HQ Final Interviews
- 5 Preliminary Offer
- 6 Final Offer



# Young Professionals Program (YPP)

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*“As an environmental engineer with a passion for development, the ADB gives me a platform to have meaningful impact through my professional work.”*

Sameer Kamal  
Strategy and Policy Department

ADB

ADB

# Young Professionals Program (YPP)

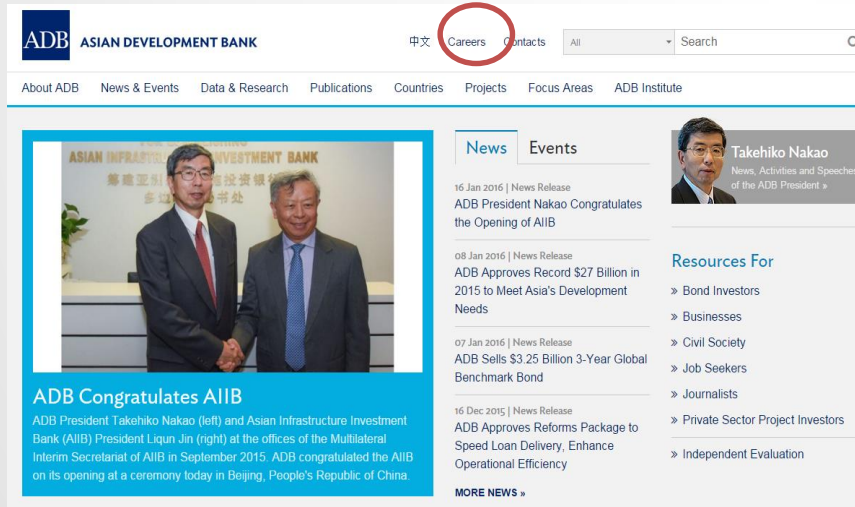
*Fostering foundation of knowledge and skill through rotational assignments.*



- Part of International Staff
  - For highly qualified candidates with potential to grow
  - Not more than 33 years old upon joining ADB
  - At least 3 years of work experience
  - Offer salary range US\$79,000 - 83,000
- 
- Exposure to a range of work experience through rotational assignments across different functions
  - Work with teams on project review and completion, country programming, sector and policy studies, or disbursement

# What to expect - Salary

- ADB's compensation system is "market-driven"
- Positioned competitively relative to 6 IFI and IO comparators: EBRD, IDB, IMF, OECD, UN and WB
- 3 steps to learn more on ADB's salary information:
  - (1) [www.adb.org](http://www.adb.org)
  - (2) Go to Careers
  - (3) Go to What We Offer



ADB ASIAN DEVELOPMENT BANK

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### ADB Congratulates AIIB

ADB President Takehiko Nakao (left) and Asian Infrastructure Investment Bank (AIIB) President Liqun Jin (right) at the offices of the Multilateral Interim Secretariat of AIIB in September 2015. ADB congratulated the AIIB on its opening at a ceremony today in Beijing, People's Republic of China.

16 Jan 2016 | News Release  
ADB President Nakao Congratulates the Opening of AIIB

08 Jan 2016 | News Release  
ADB Approves Record \$27 Billion in 2015 to Meet Asia's Development Needs

07 Jan 2016 | News Release  
ADB Sells \$3.25 Billion 3-Year Global Benchmark Bond

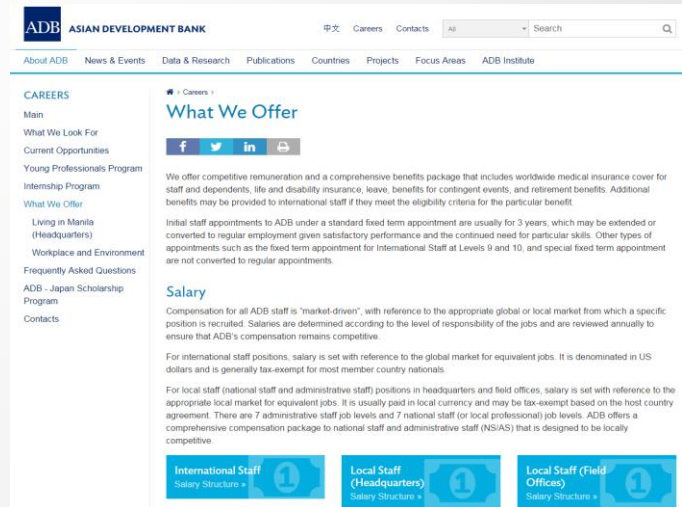
16 Dec 2015 | News Release  
ADB Approves Reforms Package to Speed Loan Delivery, Enhance Operational Efficiency

MORE NEWS »

Takehiko Nakao  
News, Activities and Speeches of the ADB President »

#### Resources For

- » Bond Investors
- » Businesses
- » Civil Society
- » Job Seekers
- » Journalists
- » Private Sector Project Investors
- » Independent Evaluation



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## CAREERS

Main

What We Look For

Current Opportunities

Young Professionals Program

Internship Program

What We Offer

Living in Manila (Headquarters)

Workplace and Environment

Frequently Asked Questions

ADB - Japan Scholarship Program

Contacts

### What We Offer

We offer competitive remuneration and a comprehensive benefits package that includes worldwide medical insurance cover for staff and dependents, life and disability insurance, leave, benefits for contingent events, and retirement benefits. Additional benefits may be provided to international staff if they meet the eligibility criteria for the particular benefit.

Initial staff appointments to ADB under a standard fixed term appointment are usually for 3 years, which may be extended or converted to regular employment given satisfactory performance and the continued need for particular skills. Other types of appointments such as the fixed term appointment for International Staff at Levels 9 and 10, and special fixed term appointment are not converted to regular appointments.

#### Salary

Compensation for all ADB staff is "market-driven", with reference to the appropriate global or local market from which a specific position is recruited. Salaries are determined according to the level of responsibility of the jobs and are reviewed annually to ensure that ADB's compensation remains competitive.

For international staff positions, salary is set with reference to the global market for equivalent jobs. It is denominated in US dollars and is generally tax-exempt for most member country nationals.

For local staff (national staff and administrative staff) positions in headquarters and field offices, salary is set with reference to the appropriate local market for equivalent jobs. It is usually paid in local currency and may be tax-exempt based on the host country agreement. There are 7 administrative staff job levels and 7 national staff (or local professional) job levels. ADB offers a comprehensive compensation package to national staff and administrative staff (NS/AS) that is designed to be locally competitive.

International Staff  
Salary Structure »

Local Staff (Headquarters)  
Salary Structure »

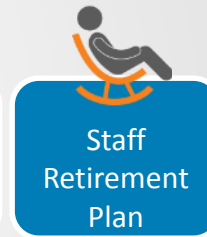
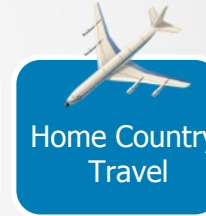
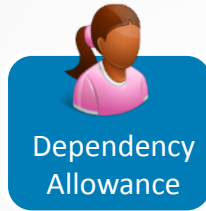
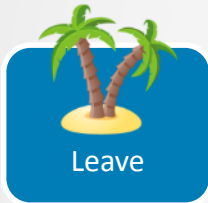
Local Staff (Field Offices)  
Salary Structure »

# What to expect

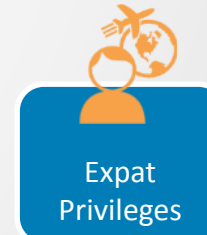
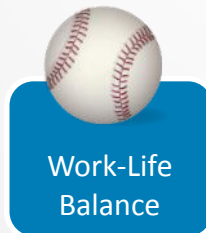
## Appointment



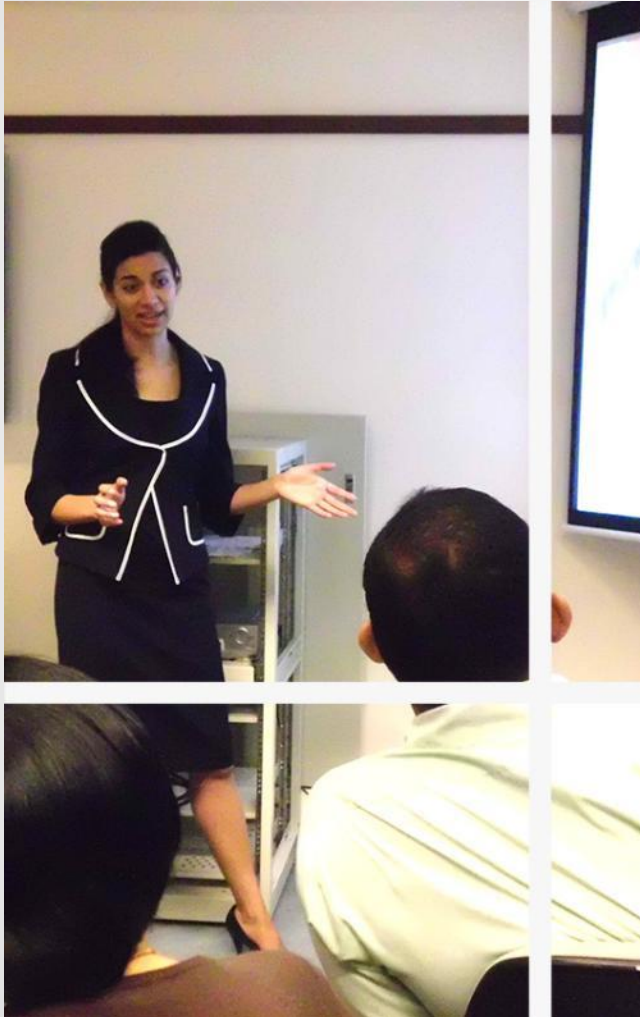
## Benefits



## Non-monetary/ Privileges



# Internship Program



- 2+ month learning opportunity for graduate students
- Project-oriented – Report/Presentation
- Host Departments:
  - Sovereign & Non-Sovereign Operations
  - Knowledge Departments

## **ADB values interns as...**

- a resource for generating and sharing knowledge;
- a pool of potential future talent for ADB.

# Internship Program – Eligibility & Selection



- Students enrolled in a Masters or PhD level program at a school in one of the ADB member countries, both prior to and after the internship assignment;
- Assignments posted in on-line application system
- Short-listing and interviews by host departments



# Internship Program – 2016 Schedule

	<b>Application Period</b>	<b>Short-listing Interviews</b>	<b>Internship Assignments (2 - 6 months)</b>
1 <sup>st</sup> Batch	1 February – 15 March 2016	1st week of April 2016	June 2016 onward
2 <sup>nd</sup> Batch	1 August – 30 September 2016	1st week of November 2016	December 2016 onward

# For More Information and Next Steps...

Visit:



ADB Homepage

<http://www.adb.org/careers>



For queries

Email us: [adbemp@adb.org](mailto:adbemp@adb.org)



Follow us on LinkedIn

<http://www.linkedin.com/company/asian-development-bank>

Asian Development Bank (ADB)  
International Trade and Development  
1001-5000 employees

110,610 followers Following

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Careers at ADB  
Work for Asia and the Pacific.

Careers at the Asian Development Bank

ADB takes pride in its over 3,000 staff dedicated to achieve poverty reduction and sustainable development in Asia Pacific. Aimed with innovation, expertise and commitment, ADB staff strive to be stronger, better and faster in serving the region.

ADB hires from its 67 members. It offers exciting and challenging career opportunities, and values work-life balance and diversity.

Watch the video "What it is like to work in ADB" to know what inspires and motivates our staff to make a difference.

How You're Connected

125 First-degree connections  
1,255 Second-degree connections  
3,205 Employees on LinkedIn

Asian Development Bank (ADB)  
International Trade and Development  
1001-5000 employees

110,627 followers Follow

Home Careers

Asian Development Bank (ADB) employees

Prasad Modak  
Consultant

See how you're connected

Careers

Interested in Asian Development Bank (ADB)?  
Learn about our company and culture.  
14 jobs posted

Learn more

ADB's vision is an Asia and Pacific region free of poverty. Its mission is to help its developing member countries reduce poverty and improve the quality of life of their people. Despite the region's many successes, it remains home to two-thirds of the world's poor: 1.8 billion people who live on less than \$2 a day, with 603 million struggling on less than \$1.25 a day. ADB is committed to reducing poverty through inclusive economic growth, environmentally sustainable growth, and regional integration.

Based in Manila, ADB is owned by 67 members, including 48 from the region. Its main instruments for helping its developing member countries are policy dialogue, loans, equity investments, guarantees, grants, and technical assistance.

Specialties  
economics, infrastructure, energy, transportation, Environment management, Climate change, Investment, Finance, Water



# Video: Tokyo Mission Success Stories

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Yuki Ikeda  
Results Management Specialist



Takeshi Fukayama  
Transport Specialist

# Thank you

