

## «The *cinfo* Forum is an excellent event to establish personal contacts»

Why does the World Bank Group participate in the *cinfo* Forum? Anne-Marie Klein, International Recruitment Officer at the International Finance Cooperation (IFC) explains why the IFC is looking for Swiss professionals.

*Anne-Marie Klein, you are coming from Paris to the cinfo Forum in Biel to present the IFC as a potential employer. Are you looking for Swiss bankers?*



**Anne-Marie Klein** Switzerland is an important stakeholder of the IFC, and we have a longstanding and successful collaboration with Swiss Institutions in the areas of private sector investments and private and public sector advisory services that aim at reducing poverty in developing countries. IFC recruits around the world, but it has always been a challenge to attract Swiss nationals. The *cinfo* Forum is an excellent event to establish personal contacts with potential candidates, create formal and informal networks with institutions, associations and individuals, and inform about career opportunities

Swiss bankers will find that we are recruiting for a large scale of interesting positions. Because of the nature of our organisation, the majority of positions call for experience in international project, structured or corporate finance. But we are also looking for people with operational bank management experience or in micro-finance to help design and manage advisory services programs in the banking sector. More over for other functions – ie human resources, legal, internal and external communications, controlling, budgeting and auditing – experience in the financial industry is a definite advantage.

*So, are you interested only in candidates with a financial profile or do you also recruit experts from other sectors?*

Another type of profile that we are recruiting for is industry specialists. Those are people who have 20 and more years experience in a certain industry – ie automobile, tourism, life sciences. These specialists have technical expertise, management experience in emerging countries, and have been working in a bank or a consulting company to evaluate projects. We have recently recruited two Swiss nationals with this kind of profile, one of whom is now based in Africa and the other one at headquarters in Washington, providing expert advice to internal and external clients.

*Swiss nationals are underrepresented in the IFC. What is the reason for it?*

Switzerland is a beautiful country; the quality of life is very high, and in general people enjoy remuneration and benefits packages that we can not compete with, in particular when recruiting from the banking sector. That's why Swiss nationals are underrepresented in the Corporation. The same is true by the way for nationals from other countries that offer the same advantages at home.

*What kind of professionals are you hoping to find at the Forum?*

The majority of our positions require at least five years of professional experience, and we are hoping to meet with professionals who have broad experience in their respective field of expertise, plus the willingness to move to locations in developing countries. We also expect to meet with junior professionals who have one or two years of experience in finance for Investment Analyst positions, and we are looking forward to meeting graduates who want to know more about what it takes to work in an organisation like the IFC.

*What are your requirements in terms of professional experience and competencies for professionals that want to work with the IFC?*

In addition to solid technical experience, candidates have to have excellent leadership, interpersonal and communication skills and the capacity to effectively work with stakeholders on different levels, be it the small entrepreneur in Kenya, or a representative of the government in Bangladesh. They need to enjoy working in a multicultural environment, be able to adapt easily to different people and circumstances, and to operate successfully in challenging situations, often under time pressure. Fluency in different languages is an absolute must, English being the working language across the Corporation. In addition, candidates must have a proven interest in, and knowledge of emerging markets, and be committed to IFC's mission.

*What are the procedures to follow if someone wants to apply to the IFC?*

IFC has a transparent and fair selection process. With the exception of a few positions that require internal knowledge, all new positions are posted on the IFC career website at [www.ifc.org](http://www.ifc.org) generally for two to three weeks. Potential candidates should visit this website at least every other week and submit their application on-line. Each application is reviewed against the requirements of the position to be filled, and short-listed candidates are contacted for phone or video interviews. Those who make it to the final list will be invited for interviews, mostly directly to the future duty station. Finalists will have met with at least six to seven IFC staff members before a decision is taken. For certain positions – ie Investment Analysts and Officers – candidates are also requested to take a written test.

Networking with IFC staff members can be very helpful to gather information on the Corporation when preparing for last round interviews, but it is not sufficient.

#### **The International Finance Cooperation (IFC)**

IFC is a member of the World Bank Group. It fosters sustainable economic growth in developing countries by financing private sector investment, mobilizing capital in the international financial markets, and providing advisory services to businesses and governments

IFC's headquarters are in Washington, D.C. but already now roughly 55% of a global staff of 3,500 are based in the field. This trend for decentralisation will continue, which is why the large majority of new positions are in the field.

#### ***cinfo* Forum 2010**

In addition to the IFC, the following International Finance Institutions will be present at the *cinfo* Forum 2010:

- the World Bank
  - the Asian Development Bank
  - the African Development Bank
  - the Inter-American Development Bank
- and more 60 other institutions working in Development.