



# **Do You Have a Passion for Development?**

## **African Development Bank Group**

**Matthieu ELOMBO, HR Business Partner**

**[www.afdb.org](http://www.afdb.org)**

# African Development Bank (AfDB)



*Building Today a Better Africa for Tomorrow*

## I. Who We Are

## II. Our Role

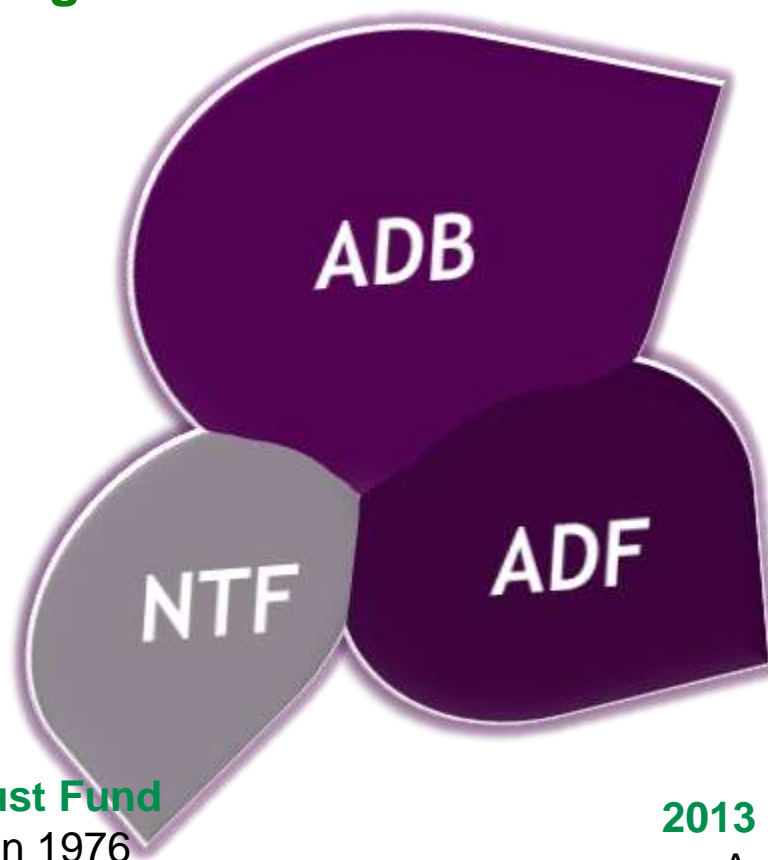
## III. Career Opportunities



# I. Who We Are - The African Development Bank Group



**AAA-rated multilateral financial institution comprised of three lending windows:**



## **African Development Bank**

Established in 1964

Authorized Capital: UA 67.69 Billion  
(US \$100 Billion)

## **African Development Fund**

Established in 1972

ADF 11 Replenishment  
(2011 – 2013): UA 6.1 Billion  
(US \$ 9.5 Billion)

## **Nigerian Trust Fund**

Established in 1976

## **2013 key figures:**

- Amounts disbursed
- Projects approved

## II. Our Role – Mission & Objectives

---



- To provide African countries, at national and regional level, with necessary support to promote sustainable economic and social growth through mobilising resources, knowledge, and partners
- To provide high-impact, well-focused development assistance and solutions to African countries
- To contribute effectively to the reduction of poverty in African countries

## II. Our Role: Financier, Adviser, Partner & Knowledge Broker

---



**FINANCIER**

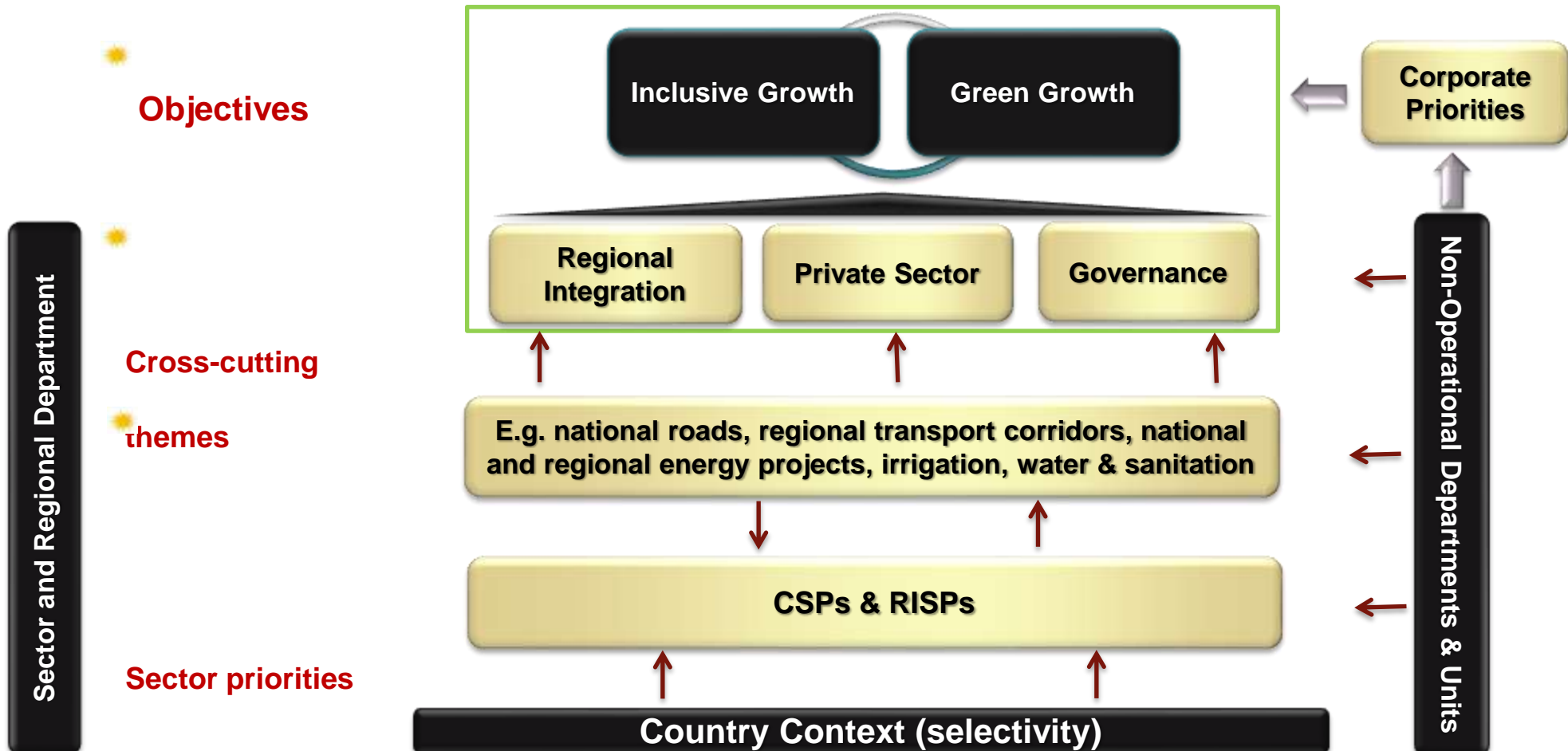
**ADVISER**

**PARTNER**

**KNOWLEDGE  
BROKER**

- **Financier** – Provide grants, soft loans, normal resources (AfDB resources) to support public and private financing per national and regional projects & programs.
- **Adviser** – Generating and disseminating knowledge products and providing analytical services to empower countries to achieve their development goals
- **Partner** – Develop and reinforce synergies with other partners to mobilize resources for development of the continent; promote regional cooperation among regional member countries.
- **Knowledge Broker** – Act as a knowledge hub on African development issues in partnership with existing African and international knowledge centers.

## II. Our Role: Long-Term Strategy for 2013-2022



### III. Career opportunities: Employer of Choice

---



- Exciting multi-cultural environment
- Internationally competitive compensation package
- Continuous professional development
- Meaningful impact as an individual
- Strong commitment to increasing diversity in workforce - gender, geographical representation, language and age
- Reforms to improve benefits, career development, promotion, training, and performance management

# AfDB as an Employer of Choice

---



- Staff: at post 1,977 (Oct 2014).
  - Female 731
  - Male 1,246
- Staff Career Opportunities
  - Staff Career Development Framework
  - Staff Mobility Policy
  - Various training programs
- Other staff friendly policies
  - Staff Flexible Working Hours Policy
  - Spouse employment
  - Staff Council



# Diverse Career Paths at AfDB



## Operations Vice-Presidency I

Country & Regional,  
Programs & Policy,  
Procurement & Fiduciary  
Services

**Chief Economist**  
Development Research  
Statistics  
African Dev. Institute

## Operations Vice-Presidency III

Energy, Environment &  
Climate Change;  
Transport & ICT;  
Private Sector;  
Water & Sanitation;  
NEPAD, Regional  
Integration & Trade

## Operations Vice-Presidency II

Governance, Economic &  
Financial Reforms; Agriculture;  
Human Development;  
Fragile States

## Operation Impact

Results Management  
Risk Management  
Evaluation  
Compliance

## Institutional

Legal Service, Finance,  
Communications, HR, IT,  
Languages, Logistics

# Employment and Other Opportunities



## Employment Opportunities

Professionals

Young Professionals Program (YPP)

## Other Opportunities

Secondment / Technical Assistance

Consultant

Internship

# Recruitment for Professional Positions

---



- **Eligibility:**
  - Member country nationality
  - At least Masters Degree and relevant level and duration of prior experience
- **Where:**
  - Temporary Relocation Agency and FOs
- **Compensation and benefits:**
  - Competitive compensation and benefits
  - Pension, medical and life insurance
  - Generous leave policy
- **When:**
  - Ongoing recruitment process with vacancies advertised on AfDB website ([www.afdb.org](http://www.afdb.org)) and in international publications/websites

# Young Professionals Program (YPP)

---



## Program:

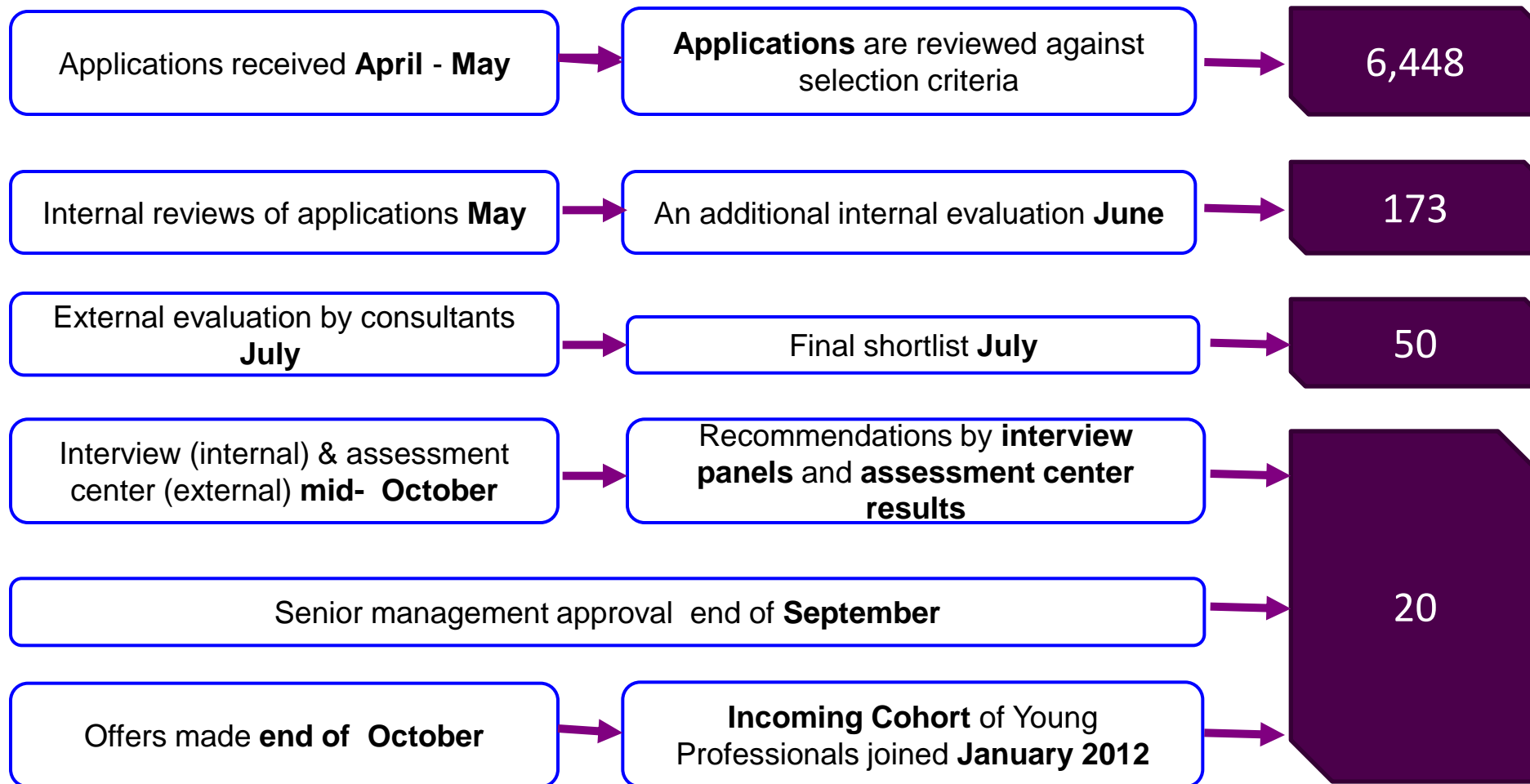
- 3-year rotational program, with possibility of applying for higher level positions after 2 mandatory rotations
- Individual mentoring and coaching
- Special training program

## Criteria:

- Member country
- < 32 years of age at start of program
- Master's degree or equivalent
- At least 3 years of relevant professional experience
- Fluent in English and/or French
- Interest in African development and ability/motivation to work in a multicultural environment.

**Open for Application: March - April each year**

# YPP Selection Process - 2012



# Interested in joining us?!

---



For further information please visit our website:

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

Vacancies are also advertised in the following publications & websites:

The Economist

Jeune Afrique

New African

Facebook and Twitter

[www.wheretowork.com](http://www.wheretowork.com)

[www.mbaexchange.com](http://www.mbaexchange.com)

[www.monster.com](http://www.monster.com)

