



Do You Have a Passion for Development?

African Development Bank Group

www.afdb.org

PRESENTERS

Mr. David SSEGAWA :
**Acting Vice-President Human
Resources and Corporate Services**



Mr. Taurai MUSAKARUKA:
Senior Recruitment Officer

THE AFRICAN DEVELOPMENT BANK TODAY

- Premier Multi-lateral Development Finance Institution in Africa
- Established in **1964**
- Headquartered: **Abidjan, Côte d'Ivoire**
- Current President: **Dr. Akinwumi A. Adesina (Nigeria)**
- **8th President of the African Development Bank Group**



African Development Bank
Group

AfDB



Governance



Akinwumi A. Adesina

(Term: September 2015-August 2020)

**Former Minister of Agriculture and Rural
Development of Nigeria**



Taku Otsuka; AfDB President Akinwumi Adesina, and
Shinichi Kitaoka, President of the (JICA), Aug 2016



Feb, 2018

HEADQUARTERS: Abidjan, CÔTE D'IVOIRE



PROMOTING AFRICA'S DEVELOPMENT



African Development Bank Group

AfDB

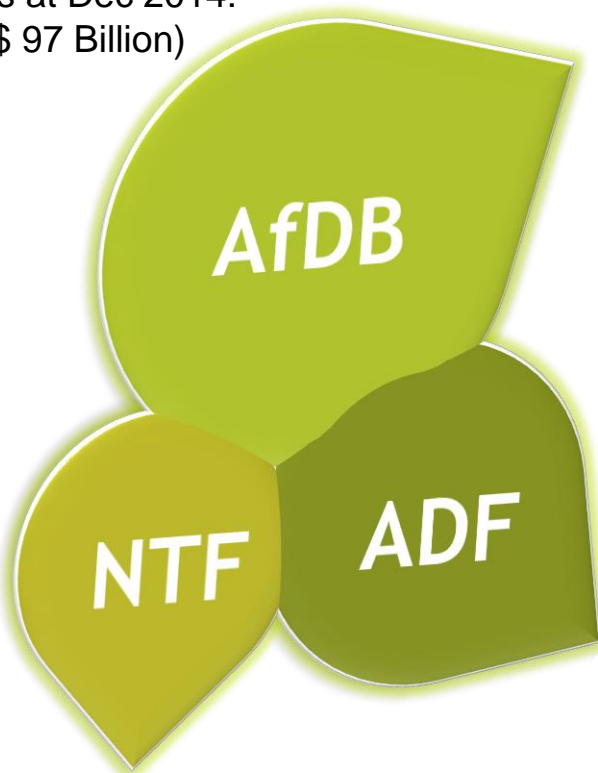
THE AfDB GROUP - THREE WINDOWS

African Development Bank

Established in 1964

Authorized Capital as at Dec 2014:

UA66.97 Billion (US\$ 97 Billion)



Member Countries of the Group: 80

- ✓ **Regional Member Countries: 54**
- ✓ **Non-Regional Member Countries: 26**

Nigerian Trust Fund

Established in 1976

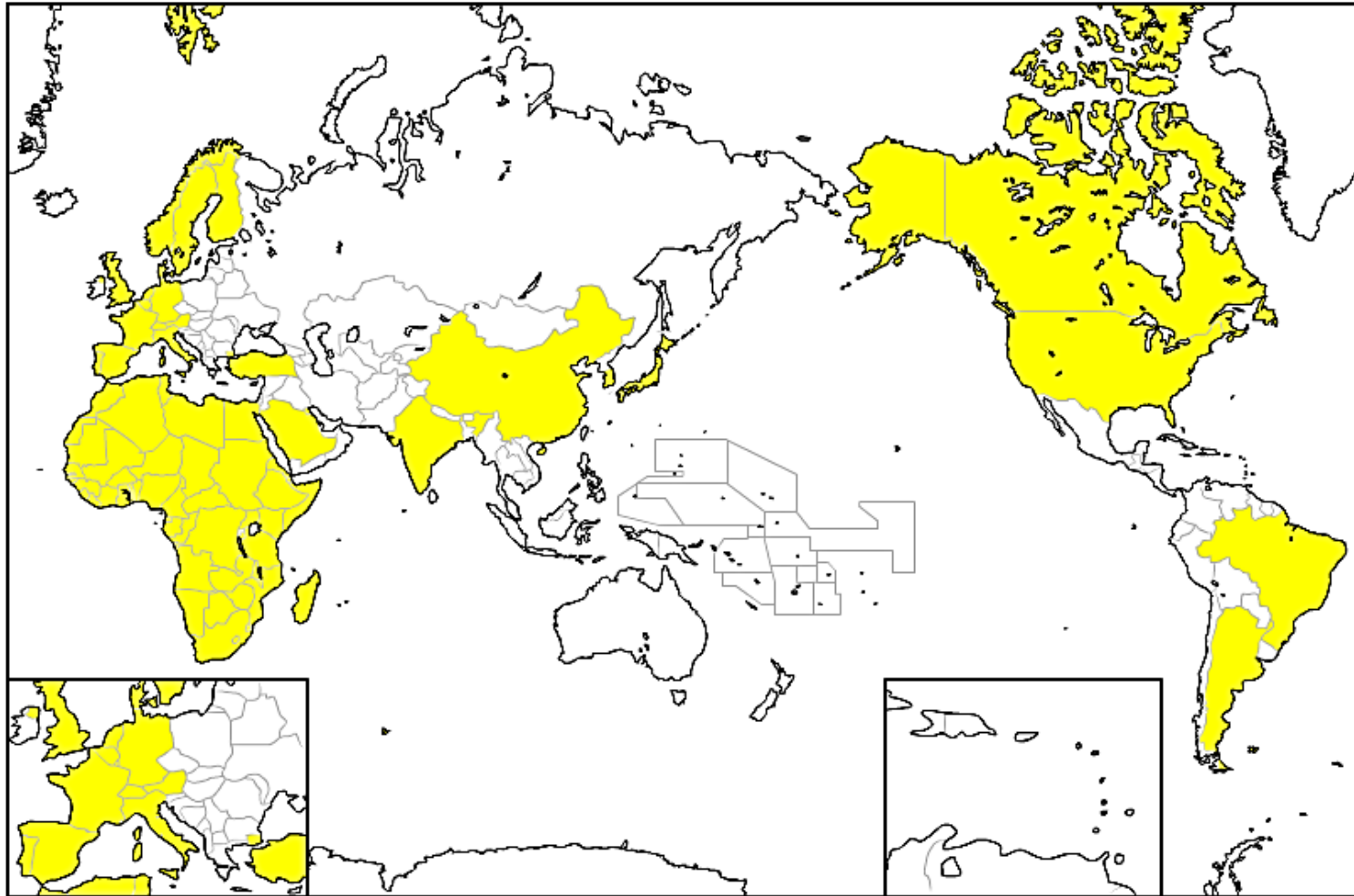
Its initial capital of US\$ 80 million was replenished in 1981 with US\$ 71 million

African Development Fund

Established in 1972

ADF 13 Replenishment (2014-2016): UA 4.86 Billion (US\$ 7.3 Billion)

AfDB Member Countries: 80

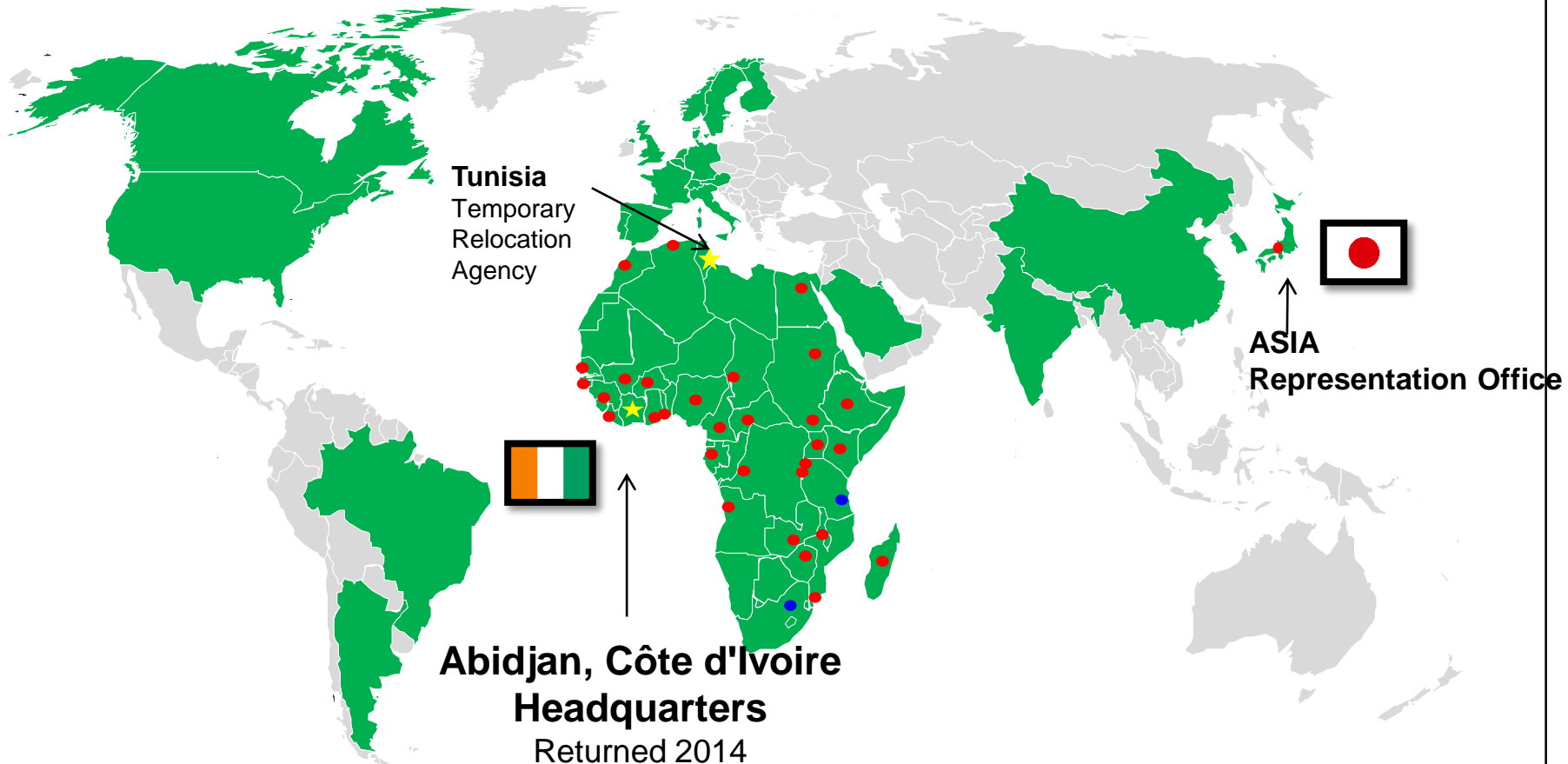


80 member countries in total:

- **54 African countries** (regional members)
- **26 non-African countries** (non-regional members)

* UAE is only a member of ADF

AfDB PRESENCE: 41 COUNTRIES



- Presence in 40 African countries
- Presence in 1 non-regional country: Japan

- ★: Official HQ and (Tunisia-former temporary Headquarters)
- : Regional Resource Centers
- : Country Offices

The High 5s

Scaling up Implementation of the Ten Year Strategy



Light up and power Africa

Unlock the continent's energy potential in order to drive much-needed industrialization



Improve the quality of life for the people of Africa

Develop innovative flagship programs to open up opportunities for youth employment, improve access to basic services and create economic opportunities for the extreme poor



Feed Africa

Transform agriculture to increase productivity, lower food prices, enhance food security, revive rural areas and create jobs for Africans



Industrialize Africa

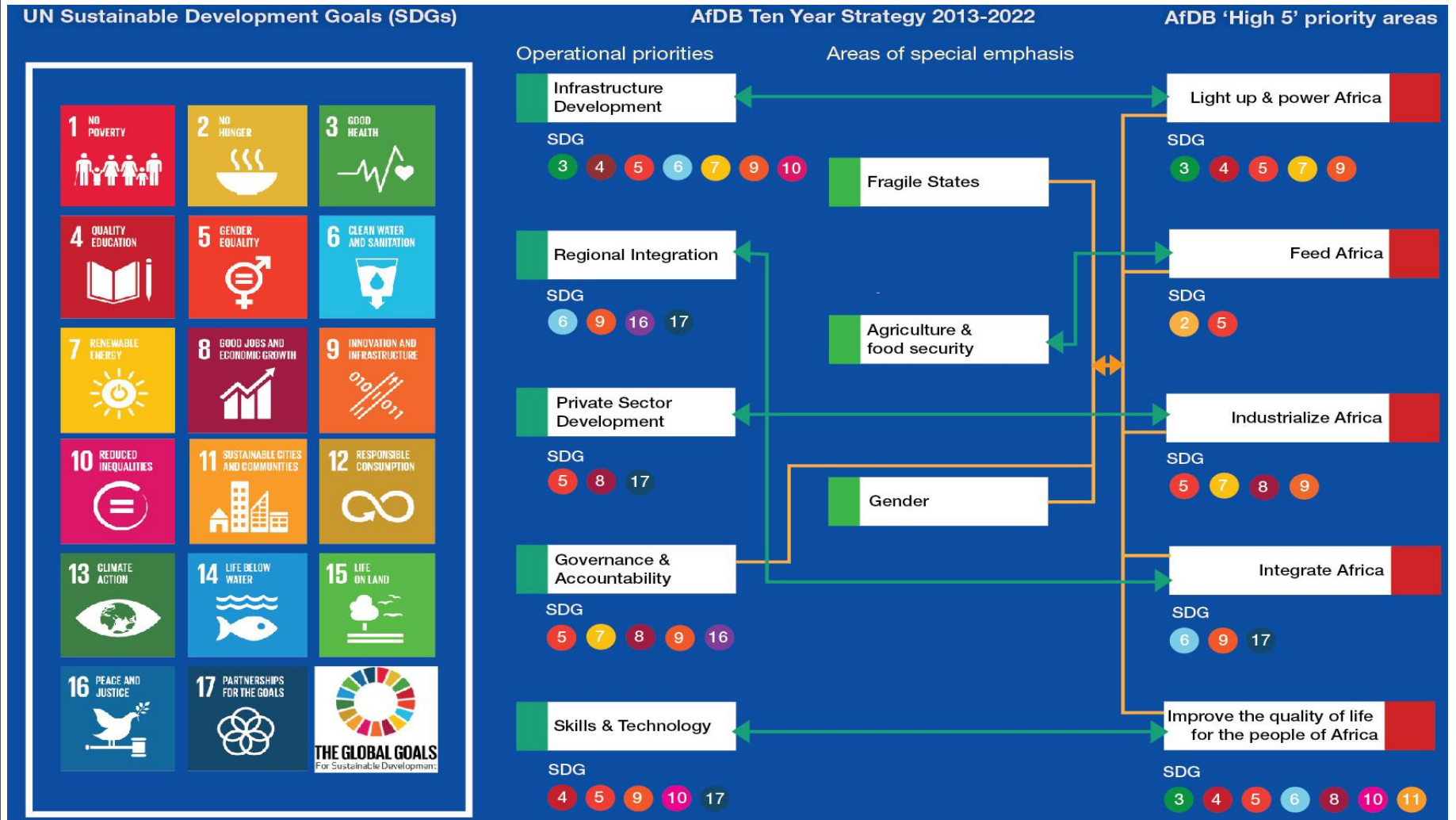
Lead other partners in the process of industrializing Africa and developing the private sector to create wealth from natural assets



Integrate Africa

Address barriers, create regional value chains and leverage complementarities in order to tap the continent's huge market potential

Strategic Framework: Broad Agreement



HIGH FIVEs FOR AFRICA: PRIORITIES WITHIN AFDB'S TEN-YEAR (2013-2022) STRATEGY



Power and Light Up Africa

+162 GW electricity generated
 + 130 million on-grid connections
 + 75 million off-grid connections
 The Bank will invest US \$12 billion in next 5 year.



Feed Africa

+ 150m people adequately fed
 + 100m people lifted out of poverty
 + 190m hectares with restored productivity
 The Bank will invest US \$2.4 billion average per year.



Industrialize Africa

+ Industrial contribution to GDP increased by 130%
 + 35 special economic zones supported
 + 30 PPPs developed & strengthened
 The Bank will facilitate US \$56 billion in 10ys for 6 flagship projects.



Integrate Africa

+ Building regional infrastructure
 + Boosting intra-African trade & investment
 + Facilitating movement of people across borders
 The Bank will promote PPPs in infrastructure development.



Improve the Quality of Life for the People of Africa

+ Creating 80 million jobs in next 10 years
 + Building critical skills
 + Improving access to water & sanitation
 + Strengthening health systems

Continent's Aspirations **Versus** Bank Accountability



Light up
& power Africa

UNIVERSAL ACCESS TO ELECTRICITY

+162 GW electricity generated
+130 million on-grid connections
+75 million off-grid connections



Feed
Africa

AGRICULTURAL TRANSFORMATION

+300m people adequately fed
+100m people lifted out of poverty
+190m hectares with restored productivity



Industrialise
Africa

ECONOMIC DIVERSIFICATION

Industrial contribution to GDP increased by 130%
35 industry clusters supported
30 PPPs developed & strengthened



Integrate
Africa

REGIONAL MARKETS

Building regional infrastructure
Boosting intra-African trade & investment
Facilitating movement of people across borders



Improve the
quality of life for
the people of Africa

ACCESS TO SOCIAL & ECONOMIC OPPORTUNITIES

Creating 25 million jobs
Building critical skills
Improving access to water & sanitation
Strengthening health systems

New Business Model & Institutional Organization

TRANSFORMING THE BANK TO TRANSFORM AFRICA :

1

Moving closer to our clients to enhance delivery

2

Reconfiguring HQ to support the regions to deliver better outcomes

3

Strengthening the performance culture to attract and maintain talent

4

Streamlining business processes to promote efficiency and effectiveness

5

Improving financial performance and increasing development impact

CAREER OPPORTUNITIES - OUR VALUES

Excellence

Quest for the highest level of performance through continuous improvement of our skills and business practices

Team Spirit

Working together in a spirit of creativity and mutual respect to achieve common objectives

Integrity

Observing the highest standards of ethics, honesty and accountability at all times

Professionalism

Delivering the best quality service to our clients with utmost rigor and efficiency

Transparency

Acting with clarity, equity and objectivity in designing, interpreting and applying Bank policies and procedures

www.afdb.org/en/about-us/careers

CAREER OPPORTUNITIES



Employer of Choice

- Exciting multi-cultural environment - Strong commitment to increasing diversity in workforce
- Internationally competitive compensation package
- Continuous professional development
- Challenging work assignments, gaining experience and knowledge in the field
- Decentralization of operations staff (85%) – 5 regional centers

AfDB's Priorities for Effective People Management

- Priority One: Leadership
- Priority Two: Performance and Accountability
- Priority Three: Employee Engagement and Communication
- Priority Four: Workforce of the Future

www.afdb.org/en/about-us/careers

CAREER CHOICES- ROLE EXAMPLES



High 5s Jobs

Agriculture, Energy, Youth Employment, Civil Society Engagement, Private Sector Development and Investment, Regional Integration

Regional Centers & Country Offices

Program Officers, Economists, Procurement and Fiduciary services, Disbursement, Legal Services, Human Resources.



Corporate Services, Finance, Chief Economist Office

HR, IT, Board Affairs, Legal, Treasury, Financial Control, Syndication and Resources Mobilization, Economic Research and Statistics, Training, Recourse Mechanism

Operation Impact & Risk Control

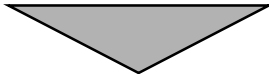
Strategy & Operational
Policies
Ethics
Risk Management
Evaluation
Compliance
Security
Audit

Career Opportunities - Staff Positions

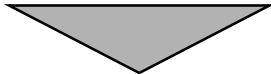
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- a) International Recruited Staff
 - b) Locally recruited Staff
 - c) Regionally Recruited Staff

Young
Professionals
Program
(YPP)

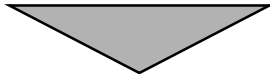
Other Opportunities



Secondment/
Technical
Assistance



Consultant



Internship

Statistics

- 2280 – 2018 Approved Headcount Plan
- Head Count at Post – 1786 (227 due for Hire, excluding positions at interview and offer stages)
- 564 Consultants
- 30 Young Professionals (YP)
- 40 Internship Program (Short term Opportunities)
- 80 - Number of nationalities in the Bank
- 14 (6 Females and 8 Males) - Number of Japanese staff in the Bank, (1ED, 2 Directors, 7 Professional Staff (Investment Officers), 2 GS, 2YP)

RECRUITMENT FOR PROFESSIONAL POSITIONS



- **Eligibility:**

- ✓ Member country nationality
- ✓ At least Masters Degree and relevant level and duration of prior experience

- **Where:**

- ✓ Headquarters & Resource Centers & Field Offices

- **When:**

- ✓ Ongoing recruitment process with vacancies advertised on the AfDB website (www.afdb.org/en/about-us/careers) and in international publications/websites

- **Others:**

- ✓ The Bank promotes bilingualism (French and English)

- **Process:**

- ✓ Face to face panel interviews or Assessment Centres

YOUNG PROFESSIONALS PROGRAMME (YPP) 2018



The Recruitment Campaign

SouthernAfricaJobs

For the jobs in SADC region

Externally

- Twitter, Facebook, Instagram and LinkedIn
- Article on Young Professionals Program
- Adverts in Jeune Afrique & The Economist
- Bank Website

Internally

- Roll Ups & Posters across offices
- Auditorium screens over two weeks
- AfDB Press Digest
- HR Announcement Box
- Intranet Page



Young Professionals Program (YPP) – African Development Bank

- Position title: Young Professional
- Grade: PL6
- Position N°: N/A
- Reference: ADB/17/398
- Publication date: 21/08/2017
- Closing date: 11/09/2017

African Development Bank Group is where women work



African Development Bank is the premier financial development institution of Africa, dedicated to combating poverty and improving the lives of people of the continent and engaged in the task of mobilizing resources towards the economic and social progress of its Regional Member Countries. The Bank's mission is to promote economic and social development through loans, equity investments, and technical assistance.

AfDB's Young Professionals Program

As part of the Bank's Young Professionals Program (YPP), candidates have an opportunity to work across the continent, and be at the forefront of exciting Bank initiatives that are helping to shape Africa's future. YPP is a highly competitive program targeting motivated and talented young professionals under the age of thirty-two (32) and committed to making a difference on the continent. Learn more [here](#).



YPP FOCUS AREAS

- YPP is a two year leadership opportunity for the development of Bank's future leaders.
- We attract highly qualified and motivated professionals from our member countries.
- Through the YPP, the Bank ensures continuity and excellence in both the management of its work programs and the provision of policy advice to its regional member countries.
- Diverse workforce that reflects our diversity agenda, including gender, geographies and languages, etc.
- Young Professional work on programs that cover the continent and are at the forefront of exciting Bank initiatives that are shaping Africa's future.
- The program help to prepare development professionals with a notable impact.



DO YOU HAVE WHAT IT TAKES TO JOIN THE BANK AS A YP?

- Demonstrable field experience on the continent and/or in other developing countries
- Have passion for development in Africa
- Demonstrate strengths in leadership including leading others
- Able to leverage knowledge, share and coach others
- Effectively work in teams with adaptability to a diverse environment
- Be a citizen of a regional or non-regional AfDB [member country](#);
- Be 32 years of age or younger by the time of recruitment;
- Possess a Master's degree or equivalent in any discipline that is relevant to the business of the Bank, with outstanding academic credentials
- Have at least 3 years work experience in the areas related to our high priority areas; (Hi-5s).



DO YOU HAVE WHAT IT TAKES TO JOIN THE BANK AS A YP?

- Strong analytical, results-orientation and problem-solving capability;
- Be proficient in the Bank's working languages, either English and/or French. Working knowledge of a third language that is relevant to the Bank's operations is highly desired.
- Have skills that enable you work in a digital environment and embrace technology as it evolves;
- Be willing to live in Abidjan, Cote d'Ivoire the Bank's Headquarters, and travel to undertake country assignments.



AFRICAN DEVELOPMENT BANK INTERNSHIP PROGRAMME



AfDB Internship Program and Special Programs 2017

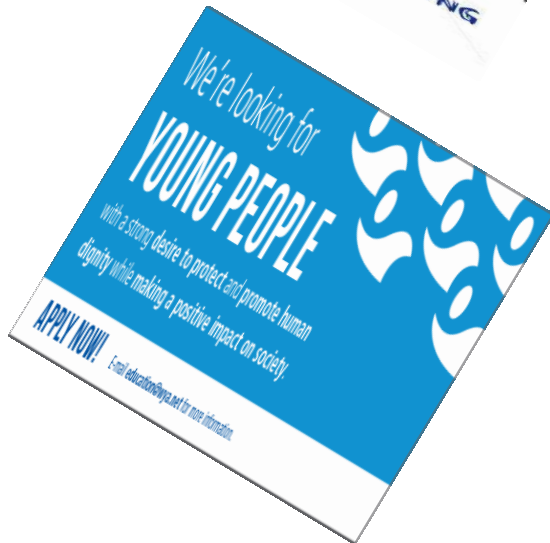


- **25% of the interns shall be from under-represented member countries of the Bank.**
- **Yet, Japan did not have a single candidate of 40 positions for 2017 Internship Program!**

Bank Internship in %	92,0
Special Programs in %	8

WHY INTERNSHIP PROGRAM?

- Provide opportunity to acquire professional and practical experience in the focus areas of the Bank and also develop the ability to work in an international environment;
- Provide the Bank with a pool of potential candidates for the future
- Enhance the visibility of the Bank and its development activities.





ELIGIBILITY FOR INTERNSHIP

- currently enrolled in a graduate or professional degree program in a recognized public or private educational institution of higher learning, or apply for an internship within (1) year of having obtained such degree;
- provide a letter from the institution, if currently enrolled, that confirms enrollment and pursuit of an advanced degree and if applicable that an internship is part of the requirement for obtaining such degree;
- Be nationals of the member and Non Regional members countries of the African Development Bank;
- Be fluent in English or French, preferably with a good working knowledge of the other language;
- Have attained the age of majority in their country of origin and be no more than **30 years** old at the time of submission of application;
- Be able to use the Bank's standard software package
- The Internship Program is open to all those meeting the above conditions, however, to be eligible to receive a stipend as an intern, applicants must not bear any of the following relationships to a staff member - son, daughter, spouse, brother or sister.



DURATION OF INTERNSHIP



- Internships must begin during one of the months indicated in either Session I or II

- not less than three (3) months and not more than six (6) months

➤ **Session I : January – April**

➤ **Session II : June - September**

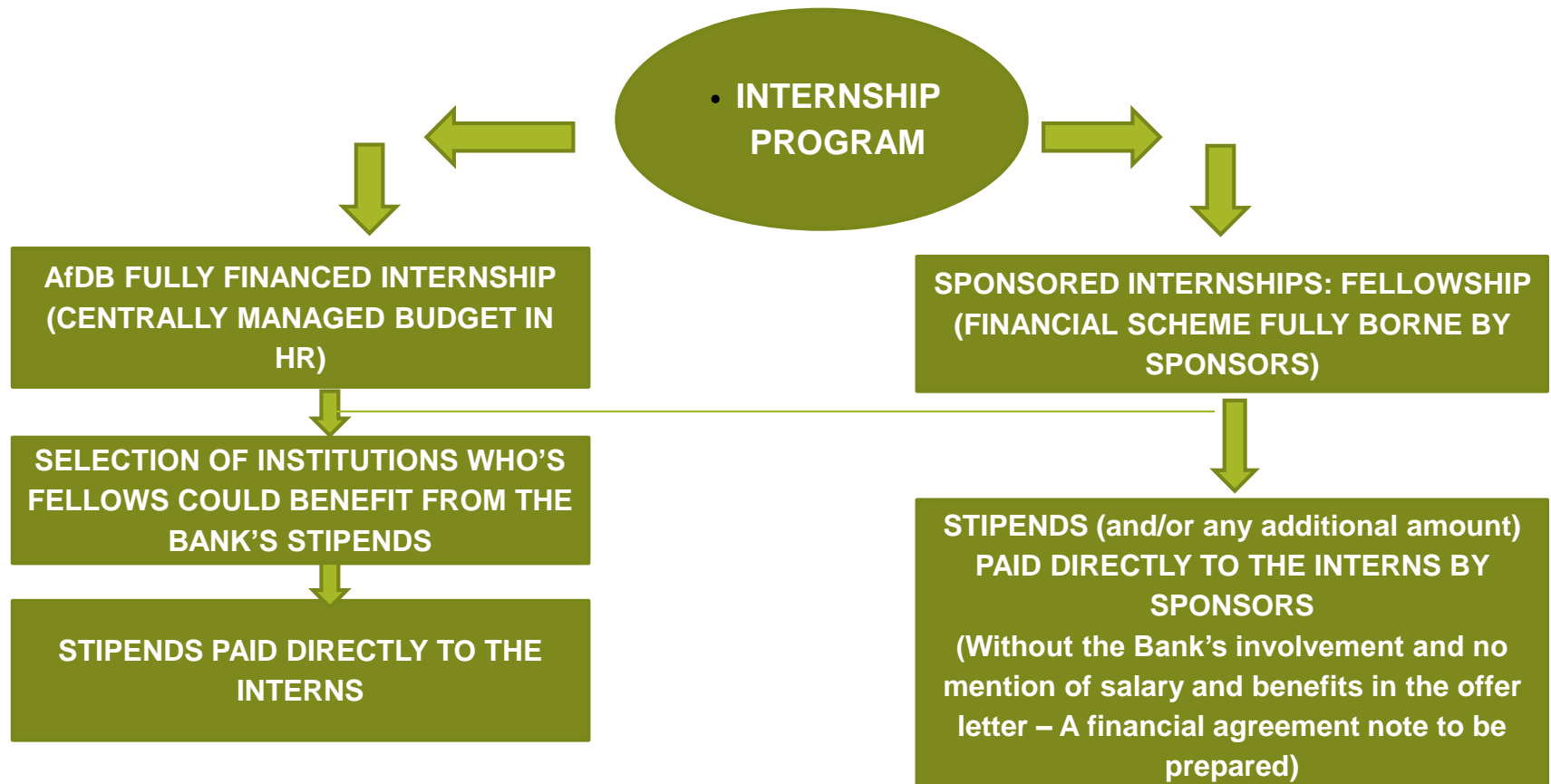
- Applications must be received at least three (3) months prior to the proposed commencement of the session for which the applicant intends to be considered.



SELECTION PROCEDURES

- Complete ADB Internship Application Form and forward it, with a curriculum vitae
- This applies also to candidates who are not enrolled but within one year of their graduation.
- Degree certificate must be attached
- The Bank encourages female students and students from under-represented countries to apply
- The applications are then screened based on set criteria and Bank recruitment policy and guidelines

Proposed Financial Scheme





AFRICAN DEVELOPMENT BANK GROUP
GROUPE DE LA BANQUE AFRICAINE
DE DÉVELOPPEMENT

THANK YOU!

www.afdb.org/en/about-us/careers