Career in Multilateral Development Banks

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What will be discussing?

• MDB: an Overview
• Working in an MDB: our stories
• Thinking of applying?
MDB: an Overview
What are MDBs?

• International financial institutions

• Aiming to promote development in low-income countries

• Chartered by member countries (multiple shareholders), subject to international law

• Provide development financing as well as other technical expertise
What areas do MDB support?

• Infrastructure (classic public goods)
  • Emerging areas (climate, clean energy, disaster, smart cities, etc.)

• Poverty reduction (health, education, social protection, gender, community development).

• Trade, governance, economic reforms

• Private sector financing

• Budget support

• Emergency assistance (not humanitarian relief)
Why borrow from MDBs?

- Volume, interest, tenure
- Knowledge and technical assistance
- Credibility and leverage
- **But:** more due diligence; lengthy preparation and approval process; politically sensitive.
Working in an MDB
What are the jobs available? What skills that are needed?

<table>
<thead>
<tr>
<th>Core/operational</th>
<th>Non-operational</th>
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</thead>
<tbody>
<tr>
<td>Sector specialist (e.g., finance, energy, finance, education, etc.)</td>
<td>Project preparation</td>
</tr>
<tr>
<td>Safeguards (environment, climate change, resettlement, gender, poverty)</td>
<td>Project management Monitoring</td>
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<tr>
<td>Economist</td>
<td>Knowledge management Evaluation</td>
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<td></td>
<td>Research Partnership</td>
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<tr>
<td>Other</td>
<td>Country programming</td>
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<td></td>
<td>Cost-benefit analysis</td>
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<td></td>
<td>Other</td>
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<tr>
<td></td>
<td>Project management Policy dialogue</td>
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<tr>
<td></td>
<td>Legal</td>
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<tr>
<td></td>
<td>Procurement</td>
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<td>Finance/accounting</td>
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<td>Human resources</td>
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<td>External relations</td>
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<td></td>
<td>Etc.</td>
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ADB Project Cycle
What do we do at work? | Laisa – Disaster Risk Management

Global Program for Safer Schools:
• Analytics for efficient investments and integrated solutions (Resilient, Green, Inclusive, Learning-oriented School Infra)

Bank Operations and Analytics:
• Design and implementation of projects and technical assistance activities
• Disaster risk management in the Education sector (focus school infra)

Skills:
• Sector + data analysis + project management
What do we do at work? | Ilsa – Social Protection

Analytical and Advisory Supports
- Support to evidence-based policy making on topics such as social assistance, social insurance, jobs, and migration.
- Support to global and regional knowledge products (reports, policy notes)

Operations and Financing
- Loan preparation and implementation using different instruments: project financing, budget support, results-based financing.

Skills
- Sector knowledge, project & people management, research and data analysis, policy dialogue.
What do we do at work? | Ari – Independent Evaluation

• **Evaluation**: accountability and learning
  
  • Do we do the right thing; do we do things right?
  
  • What works, and what doesn’t?

• **Skills**: sectoral + evaluation

• Mixed-method; mostly qualitative (but having a ‘quantitative perspective’ helps)
Thinking of applying?
What are the types of employment?

<table>
<thead>
<tr>
<th>Types of employment</th>
<th>Types of recruitment</th>
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<tbody>
<tr>
<td></td>
<td>International</td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td>Requires mobility</td>
</tr>
<tr>
<td>Regular</td>
<td></td>
</tr>
<tr>
<td>Young professional (&lt;32 years)</td>
<td></td>
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<tr>
<td><strong>Consultant</strong></td>
<td>Can be based anywhere</td>
</tr>
<tr>
<td>Short-term</td>
<td>Requires international travel</td>
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<tr>
<td>Long-term</td>
<td></td>
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<tr>
<td><strong>Internship</strong></td>
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</table>
What to pay attention to?

• Nationality (country membership).

• Local or international recruitment.

• Job description and selection criteria. Some will have “screening questions.”

• Required experience – it reflects the employment level/position, and the job.

• Education: Master’s is a minimum; Ph.D. can substitute years of experience.

• Some jobs requires a Ph.D. (typically research department).
Resources

• ADB
  • Current Opportunities | Asian Development Bank (adb.org)
  • Tenders | Asian Development Bank (adb.org)
  • ADB International Staff Salary Structure

• World Bank
  • Careers (worldbank.org)
  • World Bank HQ Salary Scale
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