

Working at the Asian Development Bank

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Budget, Personnel, Management Systems Department

2008

ADB

Presentation Outline

- About ADB
- ADB's Long Term Strategic Framework (Strategy 2020)
- Human Recourse Issues
- Working at ADB & Living in Manila

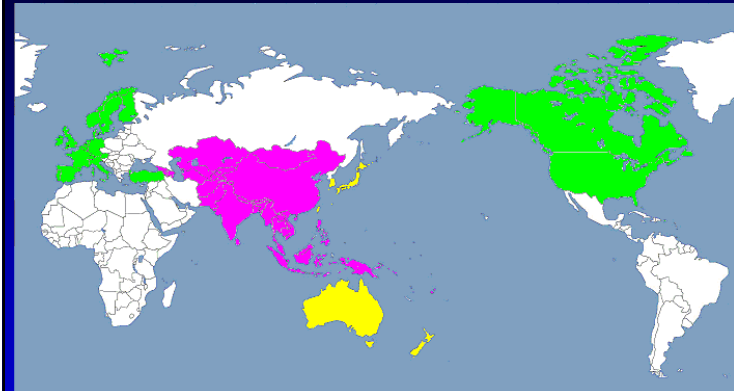
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About ADB

- Multilateral Development Bank founded in 1966
- One of the International Financial Institutions (IFIs), such as World Bank, IMF, etc.
- 67 members (48 in the region, 41 borrowing members)
- Japan and the United States, coequally ADB's largest shareholders(15.571%)
- Regional voting power 65.040%

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ADB Members



- Regional Member Countries (Borrowing)
- Regional Member Countries (Non-Borrowing)
- Nonregional Member Countries

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ADB's Vision

An Asia and Pacific region
free of poverty



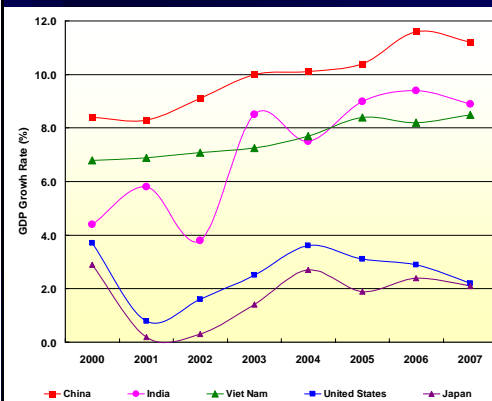
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ADB's Mission

To help our developing member
countries reduce poverty, and
improve living conditions and
quality of life

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Asia & Pacific – Growth and Poverty



More than
65% of the
population
living on
less than
2\$/day is
from Asia
and Pacific,
totaling 1.7
Billion.

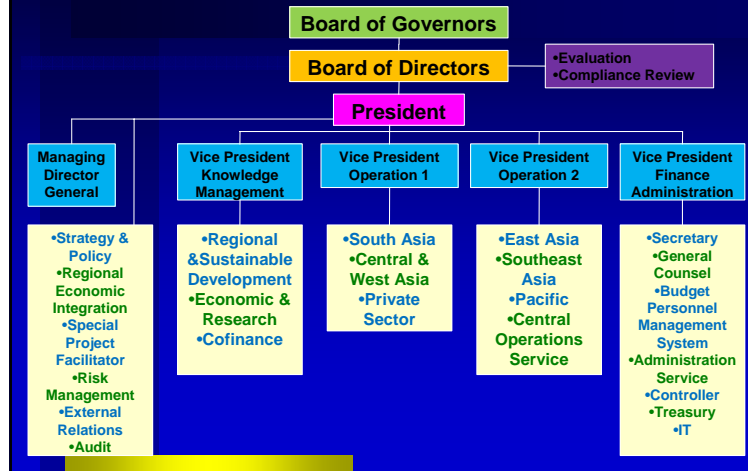
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Staff

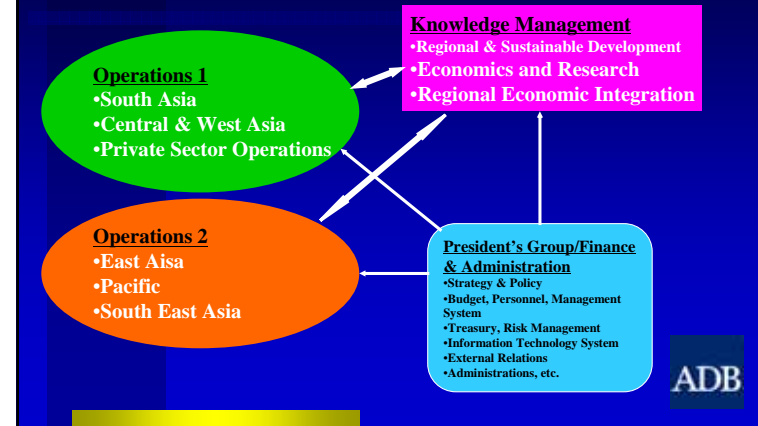
- 2,443 employees,
from 55 of its 67 members
- 852 Professional Staff (101 in field Office)
- 1,591 Local Staff (479 in field Office)

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Organization



Operational Structure



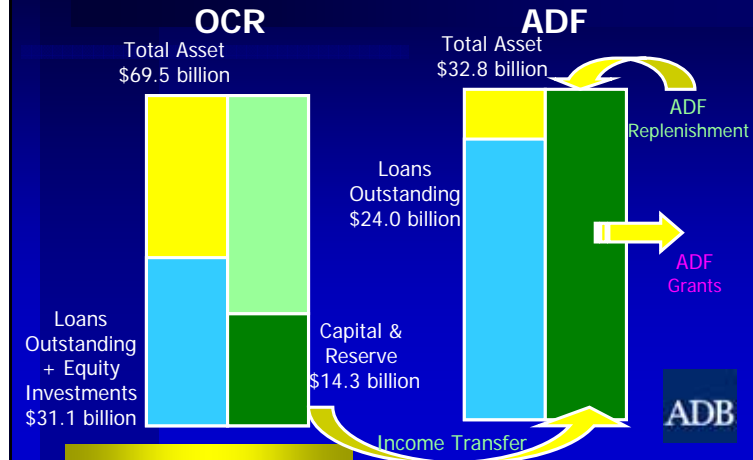
Offices



ADB's Financial Figures 2007

- Ordinary Capital Resources (OCR)
 - Total Asset Size \$69.5 Billion
- Asian Development fund (ADF)
 - Total Asset Size \$32.8 Billion
- Net Income
 - \$ 748 Million

ADB's Balance Sheet 2007



ADB's Income Statement 2007

	OCR	ADF
Income from Loans	1,442	219
Income from Investments	683	318
Other Income	83	1
Total Revenue	2,208	538
Borrowing Expenses	1,390	-
Administrative Expenses	127	186
Provision for losses	-1	-
Other Expenses	3	382
Total Expenses	1,520	568
Net Realized Gains (Losses)	23	-
Net Unrealized Gains (Losses)	54	13
Transfers, Adjustments	-	-
Net Income	765	-17

ADB's Core Business

Formulating and implementing projects and programs involving financial arrangements to create positive development results.

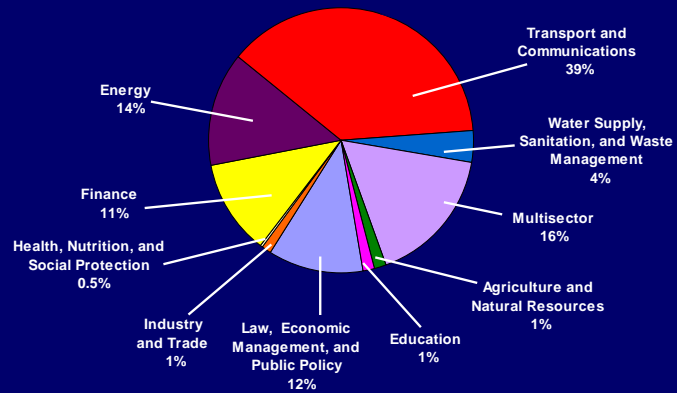
- Loans (Projects/Programs)
- Technical Assistance
- Other Financial Solutions
 - Equity Investment
 - Guarantee
 - Cofinance
 - Grants
- Policy Dialogue and Advice
- Research and Analytical Works

2007: Loan Approvals

- \$10.1 billion (82 projects)
- Major borrowers
 - Pakistan
 - Viet Nam
 - India
 - People's Republic of China
 - Indonesia

Loans by Sector, 2007

Total: \$10.1 billion



2007: Nonsovereign Operations

\$1.746 billion

- Loans
\$1290.3 million (27 projects)
- Equity investments
\$79.8 million (5 projects)
- Guarantees
\$376 million (4 projects)

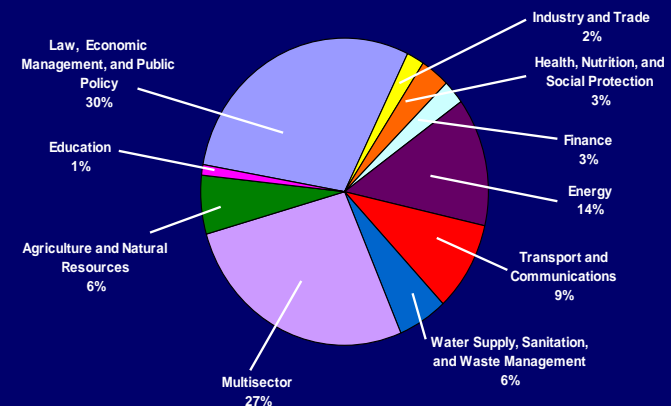
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2007: Technical Assistance

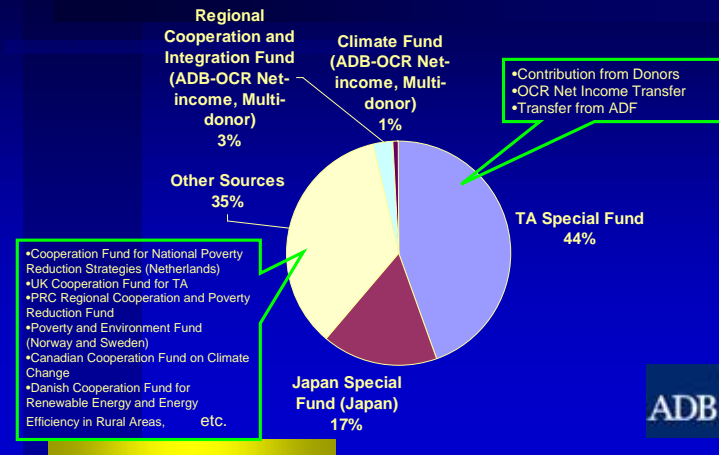
- \$243.4 million (242 projects)
- TA grant funds used for
 - preparing and implementing projects
 - providing advice
 - supporting regional activities
- Loan-financed TAs

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Technical Assistance by Sector, 2007 Total \$243.4 Million



Technical Assistance by Fund Source 2007

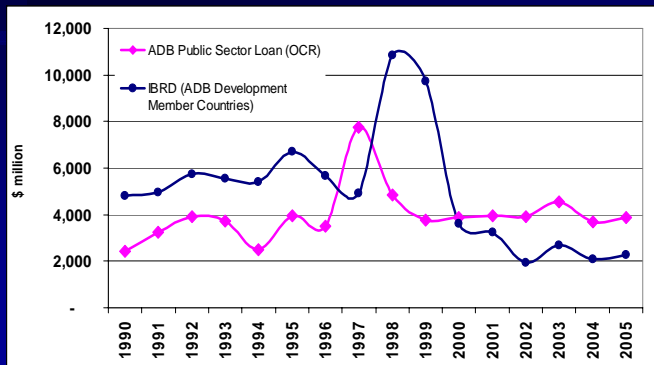


2007: Grant-Financed Projects

- \$436 million
- Financed from
 - ADF IX
 - Other bilateral/multilateral sources (Japan Fund for Poverty Reduction, etc.)



Comparison-ADB(OCR) & IBRD Public Sector Loan-Approved Amount



Comparison ADB(OCR+ADF) & WB(IBRD+IDA+IFC)

Unit: US\$ million

	2007 ADB			2007 WB			
	OCR	ADF	Total	IBRD	IDA	IFC	Total
Total Assets	69,549	32,780	102,330	208,030	111,330	40,599	359,959
Income							
Income from Loans (Development credits)	1,442	219	1,661	5,467	744	1,062	7,273
Income from Investments	683	318	1,001	1,173	548	2,292	4,013
Other Income	83	1	84	268	-	787	1,055
Total Revenue	2,208	538	2,746	6,908	1,292	4,141	12,341
Borrowing Expenses (Development grants)	1,390	-	1,390	4,416	2,391	801	7,608
Administrative Expenses	127	186	313	1,236	976	482	2,694
Provision for losses	-1	-	-1	-405	-	-	-405
Other Expenses	3	382	385	2	-	23	25
Total Expenses	1,519	568	2,087	5,249	3,367	1,306	9,922
Operating Income (Losses) before Transfers, Net unrealized (losses) gains, etc.	689	-30	659	1,659	-2,075	2,835	2,419
Operating Income (Losses) before Administrative Expenses	816	156	972	2,895	-1,099	3,317	5,113



Recent Major Events

- 1997 Establishment of Asian Currency Crisis Support Facility
- 2001 Major Reorganization
- 2002 Resumed operations in Afghanistan
- 2004 ADF IX Replenishment covering 2005-2008
- 2004 Assisted Reconstruction of DMCs hit by Tsunami
- 2008 Adoption of Strategy 2020
- 2008 ADF X Replenishment covering 2009-2012

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Strategy 2020



ADB's Long-Term Strategic Framework 2008–2020

Three Strategic Agendas

- Inclusive Growth
- Environmentally Sustainable Growth
- Regional Integration

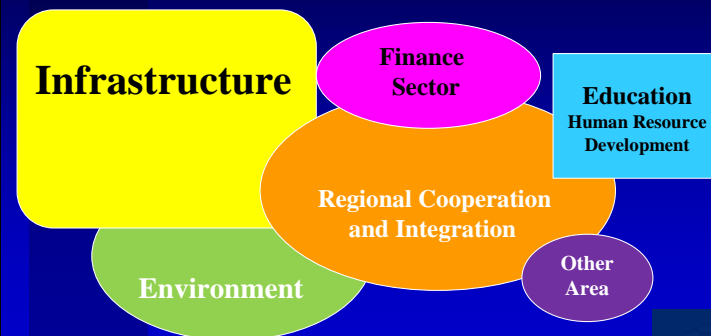
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Strategy 2020: Core Operational Areas

- Infrastructure
- Environment
- Regional Cooperation and Integration
- Finance Sector
- Education

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Strategy 2020: Interrelation Core Operational Areas



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Strategy 2020: Other Areas of Operations

- Health
- Agriculture
- Public Management
- Industry & Trade
- Disaster and Emergency Assistance

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Strategy 2020: Development Results/Effectiveness

1. Poverty reduction
2. Private sector development
3. Rural development
4. Urban development
5. Ecological Sustainability
6. Good Governance
7. Gender equity
8. Knowledge solutions
9. Partnership, etc.

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Strategy 2020: Operational Goals

ADB's Activities

- Core operational areas to comprise 80% of ADB's total annual approvals by 2012
- ADB's support for the development of the region's private sector to comprise 50% of ADB's annual operations by 2020

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Major Ongoing Initiatives

- General Capital Increase
- Managing for Development Results
- Review of Human Resource Strategy

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Professional Staff-Qualification & Skills Fields in Strategy 2020

1. Infrastructure (Transport, Energy, Water resource management, Sanitation etc.)
2. Environment (Climate Change, Infrastructure Related Issues, Ecology and Natural Resources, etc.)
3. Financial Sector (Banking, Capital Markets, Financial Infrastructure, Regulatory Framework, etc.)
4. Education (Elementary, Higher Education, Vocational Training, Public Management, Human Resource Development, etc.)
5. Regional Integration and Cooperation
6. Other Fields (Economic Management, Public Finance, Industry & Trade, Health, Agriculture, etc.)

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Professional Staff-Qualification & Skills Skills related to Organization Management

1. Strategy and policy
2. Public relations
3. Partnership coordination
4. Budget, expenditure management
5. Treasury and Risk management
6. Accounting
7. Procurement
8. Internal Audit
9. Evaluation
10. Legal works
11. ICT systems
12. Board Secretariat
13. Human resource management
14. Staff development & training
15. General administration, etc.

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Professional Staff Qualification

- Commitment to contribute to development and further cooperation/integration of Asian and Pacific member countries and region through professional use of financial arrangements.
- Requires
 - Medium and long-term commitment to the organization and adaptation to work environment.
 - Adaptability and flexibility towards changes.

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- Requires (continue)
 - Professionalism and expertise/skills in multiple fields and disciplines.
 - Creativity in finding and formulating appropriate solutions.
 - Friendliness to clients and stake holders of the Bank.
 - Ability to communicate and cooperate with people of various background and characteristics.



ADB

Young Professionals Program



- For highly qualified and motivated candidates at 32 years old or younger
- Offers a range of on-the-job training opportunities for 2 years
- Specific areas in line with Strategy 2020: i.e. Economics; Energy; Financial Sector; Transport; Investment; Treasury; and Risk Management.

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Vacancies

(more than 1 position as of 30 September 2008)

- Transport Specialist
- Energy Specialist
- Regional Cooperation Specialist
- Environment Specialist
- Climate Change Specialist
- Financial Sector Specialist
- Structured Finance Specialist
- Financial Management specialist
- Urban Development Specialist
- Governance Specialist
- Social Development Specialist (Resettlement)
- Social Development Specialist (Gender and Development)
- Economist
- Counsel
- Risk Management Specialist
- Evaluation Specialist
- Results Management Specialist
- Media Relations Specialist
- Financial Control Specialist

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Working at ADB Career Prospect

- Level 1-2 Young Professional
- Level 3-4 Professional Staff
- Level 5 Senior Professional Staff
- Level 6 Principal Professional Staff
- Level 7-8 Division Director, RM Director, Advisor, Practice Leader, Lead Professional
- Level 9-10 Director General, Principal Director, Deputy Director General, Senior Advisor

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Working at ADB Salary

- Salary (indicative, midpoint)
 - Level 3 \$103,500
 - Level 4 \$116,600
 - Level 5 \$131,700
- Tax Exemption
- Bonus
- Pay Increase

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Working at ADB Benefits

- Relocation Support
- Housing Subsidy: 65% of Rent
 - Monthly rent \$3,000: one year subsidy=\$23,400
- Education benefits: Tuition & Travel
- Home Country Travel
- 26 days Annual Leave
- International Civil Servant Status

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Working at ADB Work Environment

- Challenging and rewarding work of making a difference in Asia & Pacific
- Collegial work environment
- Support for staff development
- Support from local staff, contractors and consultants
- Work Life Balance



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ADB Facilities

Building



Main Entrance



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ADB Neighborhood



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Board Meeting Room



Conference Room



Room for Professional Staff



ADB

Library



ADB

Cafeteria/Dining Room



ADB

Medical Support



Pharmacy



Commissary



Bank



ADB

Gasoline Station



Self-Power Generator

Air Cleaner



Water Purifier



Security



ADB

Living in Manila and Philippines



ADB

Ninoy Aquino International Airport



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Downtown- Makati Business District



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Roads in Manila



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Condominium (Rockwell)



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Condominium (Fort Bonifacio)

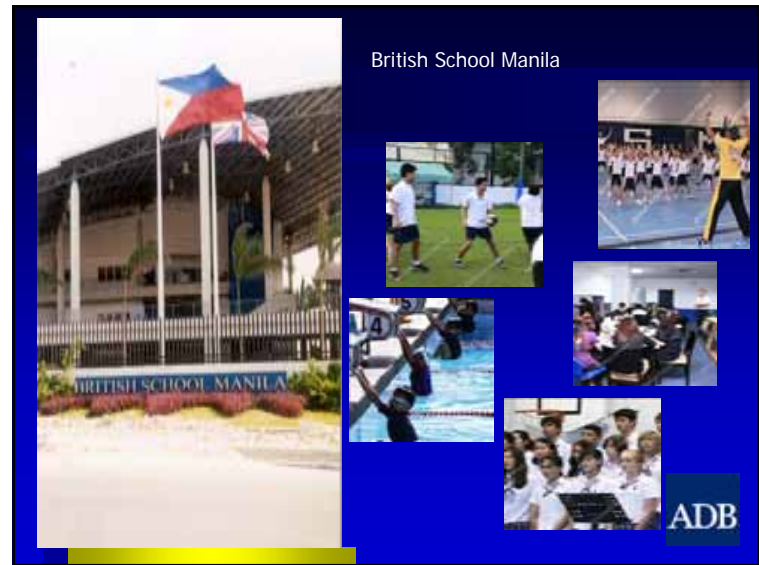


House



Shopping Areas





Medical Facilities

Medical City

Asian Hospital

St Lukes Medical Center







Manila Bay








Historical Sites









