

**AFRICAN DEVELOPMENT BANK
VACANCY NOTICE N° ADB/11/196**

Position Title: Vice-President	Grade: EL-3	Position N°:	Closing date: 5 DECEMBER 2011
Vice Presidency: Country & Regional Programs & Policy (ORVP)	Supervisor's Name & Title: The President		

The Organization

Established in 1964, the African Development Bank (ADB) is the premier pan-African development institution fostering economic growth and social progress in Africa. The ADB's primary goal is to reduce poverty and improve living standards by mobilising resources in and outside Africa and providing financial and technical assistance for development projects and programs in Africa. The ADB has a total of 77 member states, comprising 53 regional (African) and 24 non-regional countries.

The ADB endeavours to be relevant to its member countries paying particular attention to both middle and low income countries as well as the provision of meaningful support to its fragile states. At the continental level, the ADB's vision focuses on regional Economic Integration, while at the country level, four broad priority themes are predominant: infrastructure, governance, Private Sector Development, and higher and vocational education.

Duties and Responsibilities:

The Vice Presidency , Country & Regional Programs and Policy (ORVP) is responsible for the Bank's country and regional programming through nine regional departments and thirty field offices. In addition, four corporate departments are responsible for operational policies, procurement and financial management, resource mobilization and partnerships. Thirteen Directors (nine regional and four corporate) report directly to the Vice Presidency.

The Vice President ORVP will have the responsibility for :

- Providing leadership or supporting the coordination and delivery of the Bank's strategy and related work program
- Managing the day-to-day operations of the ORVP complex, including a broad range of policy and implementation issues
- Providing on-going updates, guidance, and advice on local political, social, economic and other relevant developments to the President and the Board of Directors
- Providing oversight on portfolio (including trust fund) management, quality issues, financial management, disbursement and procurement
- Leading and motivating with a focus on client orientation, development outcomes, strong cross-sector coordination and problem solving, and takes responsibility for achieving and communicating these outcomes with regional department staff, sector staff, and the management team
- Managing the Complex and in partnership with regional directors, models integrity and inclusion, offers mentoring and development opportunities for staff. Ensures that use of Bank's resources are consistent with Resource Management rules and policies
- Setting priorities and allocates budget within and across the Complex, in line with institutional priorities and a view to maximizing the impact and value-added of the Bank's activities
- Maintaining strong partnerships (e.g. development partners, civil society, media, the private sector, and other stakeholders) to further the aid effectiveness agenda. Exercises courageous and transformative leadership in dialogue
- Leading and further strengthening the relationship and policy dialogue on a broad range of economic and sectorial issues with key stakeholders
- Working proactively and innovatively with bilateral and multilateral partners to leverage the Bank's financial and technical support, including for the private sector
- Appreciating the complexities and relevance of political economy considerations on the Bank's development effectiveness and collaborates appropriately with Regional and sub-regional institutions and other partners to enhance such effectiveness
- Embracing good corporate citizenship, including contributing to the development, implementation and communication of corporate policies, strategies and priorities (including knowledge management, on-going reforms in investment lending, HR policies, and the "One Bank" agenda)
- Taking accountability for gathering, managing and disseminating best practices and knowledge across the Institution

Selection criteria: (including desirable skills, knowledge and experience)

- A minimum of a Master's degree or equivalent in Economics, Social Sciences, Engineering, Finance, Business Administration, Social Sciences, Law or related disciplines, and preferably a minimum experience of 15 years acquired in the area of development, including interactions with development institutions. The last 5 years should be at a senior management level.
- Proven track record of leading complex, innovative programs and policy dialogue with clients, with donors and with other stakeholders.
- Strong abilities to work effectively across institutional and cultural boundaries. Ability to operate in a matrix management setting, relying heavily on teamwork within and across organizational boundaries; ability to lead through influence rather than dictate; ability to let others take the lead, proven ability to delegate and mentor;
- Familiarity with the work of other multilateral and bilateral development finance institutions in assisting economic reform and addressing economic and social development issues in developing countries, particularly in Africa
- Established reputation and track record of performance and innovation
- Operational experience, with a track record of successfully supervising projects and portfolios in challenging development environments
- Results-oriented decision making abilities with a capacity for developing practical solutions in the local context
- Proven ability to effectively implement complex change management initiatives
- Excellent negotiating skills and ability to communicate orally and write effectively in English or French, with a working knowledge of the other language

- Competence in the use of the Bank's standard software (Word, Excel, Access, PowerPoint)

Submitted by: Mohammed YOUSOUF, Division Manager, CHRM.1

Date :

Approved by: Gemina ARCHER-DAVIES, Director, CHRM

Date :

Only applicants who fully meet the Bank's requirements and are being considered for interview will be contacted. Applicants will only be considered if they submit an online application, and attach a comprehensive Curriculum Vitae (CV). The President, AfDB, reserves the right to appoint a candidate at a lower level. **The African Development Bank is an equal opportunities employer and female candidates are strongly encouraged to apply:** www.afdb.org/jobs