YOUNG PROFESSIONALS PROGRAM
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ABOUT THE BANK

Established in 1964, the African Development Bank Group is the premier pan-African development institution, promoting economic growth and social progress across the continent. There are 80 member states, including 54 in Africa (Regional Member Countries). The African Development Bank (AfDB) Group comprises three entities: The African Development Bank, the African Development Fund and the Nigeria Trust Fund.

The overarching objective of the Bank is to spur sustainable economic development and social progress in its regional member countries (RMCs), thus contributing to poverty reduction. The Bank Group achieves this objective by:

- Mobilizing and allocating resources for investment in RMCs; and
- Providing policy advice and technical assistance to support development efforts.

The Bank is headquartered in Abidjan, has 5 Business Regional Resource Offices, 30 Country offices, 5 Program Offices and a Liaison Office on Japan.
OUR STRATEGY

The African Development Bank’s Strategy for 2013–2022 reflects the aspirations of the entire African continent. It is firmly rooted in a deep understanding and experience of how far Africa has come in the last decade, and where it wishes to go to in the next. This strategy places the Bank on a path to maintain its role as a key player in Africa’s quest to achieve substantial economic development and social cohesion (Inclusive Growth), while promoting the sustainable use of all natural resources (Green Growth). Five operational priorities mentioned below, and three areas of crosscutting emphasis (fragile states, food security and gender) in which the Bank has comparative advantage and trust support the twin objectives. The Bank seeks to position itself at the ‘center of Africa’s transformation’. 
OUR FOCUS AREAS

The specific disciplines and specialist professional areas that are aligned to our Ten-Year Strategy (TYS) and our gender strategy are the following five high priorities (Hi-5s) of the Bank’s operations:

01 Light Up and Power Africa
Power systems development (grid base power system, power utilities), Climate change and green growth (climate finance, climate adaptation), Energy statistics, policy and regulation (energy statistics), Renewable energy (off grid energy access), Energy partnerships (energy partnerships and stakeholders engagement, energy markets).

02 Feed Africa
Agriculture & agro-industry (agribusiness development, agriculture research, production and sustainability), Agricultural finance & rural development (agricultural and rural finance, rural infrastructure development).
**Industrialize Africa**

Private sector development (strategy and new product, portfolio asset management, special operations), Financial sector development (financial institutions, financial inclusion), Infrastructure, cities & urban development (transport and logistics, ICT), Industrial and trade development.

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**Integrate Africa**

Development research (macroeconomic policy, debt sustainability and forecasting, microeconomic, institutional and development impact), Governance and public financial management (program development, policy management), Statistics (economic and social statistics, statistical capacity building).

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**Improve the lives of the people of Africa**

Water, human and social development (education, human capital and employment, sanitation and public health).
THE YOUNG PROFESSIONALS PROGRAM (YPP)
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The Young Professionals Program (YPP) targets High Potential, best-in-class talent young professionals with a strong passion for Africa’s development. The Program offers exceptional career opportunities to talented young professionals with leadership potential, an established record of outstanding academic and professional achievement to make a difference to the development of the African continent. It is a three-year leadership opportunity for the development of Bank’s future workforce and leaders. The Bank aims attract highly qualified and motivated professionals from our member countries for a productive and rewarding career path in development. 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 RMCs.

The Bank aims to offer this opportunity to 30 candidates for the 2020 cohort. The Bank is an equal opportunity employer. To this end, we are committed to achieving and maintaining a diverse workforce that reflects our diversity.
WHAT AWAITS YOU

The Young Professionals Program (YPP) offers you a three-year platform (36 months) to build an exceptional and fulfilling career in the Bank. There is a structure Young Professionals (YP) Learning Academy that is integral to the Program. Partnerships with experts from within the Bank and recognized institutions support the delivery of learning packs. The Learning academy also includes on-the-job-training supported by coaches, mentors and buddies. On-boarding and orientation programs ensure faster integration into the Bank’s culture. Mandatory rotational placements across the Bank’s various functions form the first 2 years of the Program. These rotations immerse you into different functional areas of the Bank where you will have hands-on experience in projects and various work assignments. The third year rotation year is spent in the Home Complex where the YP will graduate into a staff position. The Bank commits to create an environment that will enable the unleashing of each YP’s innovation and creativity. Individual performance and potential will be reviewed periodically and the necessary personal development plans customized to individual needs. Only YPs who have completed the YP Academy and have exhibited high performance and high potential will be integrated into the Bank’s workforce.
DO YOU HAVE WHAT IT TAKES TO JOIN US?

To join us, you should:

• Be a citizen of a member country of the Bank.

• Be 32 years of age or younger by 1st May 2020.

• 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 the high priority areas (Hi-5s) as mentioned above.

• Interested candidates with coding, e-development, animation and platforms designs and maintenance are required this year.

• Demonstrable hands-on experience on the African continent and/or in other continent’s developing countries is a necessary requirement.

• Have passion for Africa’s Development
• Able to leverage knowledge, share and coach others. Work effectively in teams with displayed high adaptability to a diverse environment.

• Strong analytical skills, an entrepreneurial drive, results-orientation and problem-solving capability.

• High business acumen and innovative mindset.

• Be proficient in the Bank’s working languages, either English and/or French.

• 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 any other country in Africa where the Bank may require your services.

YOUR IMPACT

As a Young Professional, you will work on programs that cover the continent and be at the forefront of exciting Bank initiatives that are shaping Africa’s future. The program will prepare you to be a development professional with a notable impact.

The African Development Bank is an equal opportunities employer. Female candidates are strongly encouraged to apply.

JOIN US

To join us, submit your application via link https://www.afdb.org/en/vacancies/young-professional-chhrrf-32034

Closing date of applications: November 30, 2019 (midnight GMT).

To learn further about the program, follow us on Social Media using #AfDBYPP2020 –Twitter, Facebook, Instagram, YouTube or visit our webpage https://www.afdb.org/en/