



Asian Development Bank  
Chief Economist and Director General  
Economic Research and Regional  
Cooperation Department (ERCD)  
Executive Brief  
August 2016

# About the Asian Development Bank



Since its founding in 1966, the Asian Development Bank (ADB) has been driven by an inspiration and dedication to improving people's lives in Asia and the Pacific. By targeting investments wisely, in partnership with developing member countries and other stakeholders, the aim is to alleviate poverty and help create a world in which everyone can share in the benefits of sustained and inclusive growth. Whether it is through investment in infrastructure, health care services, financial and public administration systems, or helping nations prepare for the impact of climate change or better manage their natural resources, ADB is committed to helping developing member countries evolve into thriving, modern economies that are well integrated with each other and the world.

The main devices for assistance are loans, grants, policy dialogue, technical assistance and equity investments.

ADB are at the forefront of development thinking and practice, spreading information through regional forums, a growing online presence and the publication of specialized papers, serials and books.

Economists, sociologists, engineers, gender experts and environmental scientists are amongst the hundreds of professions at the bank working together to reduce poverty, and ensure growth across the Asia and Pacific region is sustainable and inclusive.

## Vision and Mission

ADB aims for an Asia and Pacific free from poverty. While it has achieved a significant reduction in extreme poverty, the region remains home to about two-thirds of the world's extremely poor.

With \$21.02 billion in approved financing in 2013 and 3,062 employees from 61 of its 67 members, ADB in partnership with member governments, independent specialists and other financial institutions is focused on delivering projects that create economic and development impact.

ADB helps developing member countries tackle poverty by providing loans, technical assistance and grants for a broad range of development activities. Guiding ADB's work is Strategy 2020, their long-term strategic framework. ADB focuses on five core areas of operations: infrastructure; the environment, including climate change; regional cooperation and integration; finance sector development; and education.

Environmental sustainability is a core strategy of ADB's work as it is the poor that are most severely affected. Environmental damage and resource depletion are already impeding the region's development and reducing the quality of life.

ADB is active in creating the framework for the private sector to be involved in investing in new projects that underpin development and improve the lives of the 1.7 billion people in the region who live on less than \$2 a day.

# Chief Economist and Director General Economic Research and Regional Cooperation Department (ERCD)

## Opportunity

The role of Chief Economist and Director General Economic Research and Regional Cooperation Department (ERCD) is critical for the success of the Asian Development Bank. Reporting directly to the Vice-President, Knowledge Management and Sustainable Development (VPKM), the Chief Economist and Director General will guide the Asian Development Bank's strategic and operational engagement.

## Position

The Chief Economist and Director General Economic Research and Regional Cooperation Department (ERCD) leads the planning, implementation and supervision of the Economic Research and Regional Cooperation Department (ERCD)'s vision, strategy and work plan in support of Asian Development Bank (ADB) goals. He/She actively promotes research on economic development issues of short, medium, and long term relevance to the Asia-Pacific region including areas of strategic concern to ADB. He/She oversees and actively participates in the dissemination of ADB's major publications prepared by ERCD. He/She ensures attainment of ERCD's achievement of objectives and the delivery of high quality output in a timely manner. The Chief Economist and Director General Economic Research and Regional Cooperation Department (ERCD) oversees the development of strategies and approaches to promote regional cooperation and integration in Asia and the Pacific. He/She acts as the chief spokesperson of ADB on development issues of critical importance to the region. He/She keeps ADB's Board and Senior Management informed of emerging policy developments and challenges. He/She anticipates ERCD's resource requirements and ensures the efficient allocation of budget and resources. The Chief Economist and Director General manages a range of long term issues of strategic importance and with long term implications for the direction and performance of ADB.

## Role Profile:

### Duties and Responsibilities:

*The selected candidate will be responsible for the following tasks:*

#### Leadership and Strategic Management

- Establish and promote ERCD's vision, goals, development strategies and key result areas (KRAs) in support of ADB's objectives and in compliance with ADB policies.
- Provide leadership in professional and operational matters, taking the lead in introducing new or innovative approaches to policy and operational issues.
- Oversee the planning, implementation and supervision of ERCD's work programs as well as monitor the quality of outputs, achievement of long term goals and annual objectives for the department.
- Oversee the effective coordination and cooperation with other ADB departments/offices and internal stakeholders.
- Reconcile and manage conflicting priorities and expectations to achieve ADB's strategic objectives.
- Use high level negotiating and political skills to work effectively with a large range of stakeholders.

#### Research and Operations Management

- Lead the planning, coordination and execution of the development research activities of ADB, including collaborative research with other institutions within and outside of ADBs DMCs.
- Ensure the management and delivery of high quality and highly visible ERCD/ADB flagships and other major publications and topical knowledge products, including regional economic integration, monetary and financial, trade and investment integration, Key Indicators, Asia Development Outlook, Asia Economic Monitor and Asian Bond Monitor etc.
- Oversee the provision of analytical support and macroeconomic basis to regional operations and other departments to augment and compliment partnerships.
- Oversee the development of appropriate methodologies for the conduct and monitoring of economic analysis for country partnership strategies, investment projects and programs.
- Oversee the periodic review on a continuing basis for the economic analysis of projects and other economic research and development support work being carried out in ADB to complement its operations and lending programs.
- Oversee statistical capacity building in selected DMCs and the collection of statistical data to maintain a database and provide related support services.
- Ensure the development and enhancement of Asian Bonds Online and Asia Recovery Information Center (ARIC) websites among others as required,
- Anticipate requirements for and efficiently manage the budget, resource allocation and

utilization for the department.

### Strategy and planning

- Monitor economic policies and financial architecture issues from a regional and sub-regional perspective
- Identify and analyze issues and problems brought about by globalization to help developing member countries (DMCs) respond to emerging economic challenges

### Regional economic integration work

- Manage departmental work to provide ADB's support to regional organizations and initiatives on regional cooperation such as (i) Association of Southeast Asian Nations (ASEAN); (ii) ASEAN + 3; (iii) Asia-Pacific Economic Cooperation (APEC); (iv) Asia-Europe Meeting (ASEM); South Asian Association for Regional Cooperation (SAARC); and Central Asia Regional Economic Cooperation (CAREC); and others as may be further decided by ADB
- Oversee the provision of technical assistance and identification of topical research proposals for regional organizations to strengthen their institutional and policy-making capacities for regional and global integration and addressing cross boundary issues such as regional public goods and climate change etc.
- Assist DMCs in promoting trade and investment integration with the global and regional economies through appropriate free trade and/ or economic partnership agreements
- Lead in providing support to Management on economic cooperation and integration activities

### Internal Relations

- Provide support for relationship management and coordination with the Board, Senior Management and other departments.
- Regularly inform Senior Management of significant policy developments and challenges, and provide timely recommendations accordingly.

### Staff Supervision

- Create and lead multi-disciplinary teams and ensure the overall quality of its work
- Manage the performance of teams and individuals providing clear direction and regular monitoring and feedback on performance.
- Provide coaching and mentoring to team and individuals and ensure their on-going learning and development.

## Required Experience and Qualifications:

### Education

Doctorate degree, or equivalent, in Economics, Finance, Public/Business Administration or related fields. Master's degree in Economics combined with specialized experience in similar organization/s, may be considered in lieu of a Doctorate degree.

### Relevant Experience

- Suitability to undertake the responsibilities mentioned above at the required level
- At least 15 years of relevant experience with an excellent track record of economic research and publications in internationally refereed journals
- Established reputation in international academic circles and ability to project the role of ADB as a regional leader in development
- Sound planning, management and administrative skills together with superior interpersonal negotiating skills
- Demonstrated performance in creating, motivating and leading diverse teams of high qualified professionals
- Thorough knowledge of multilateral development bank's organizational policies and procedures including budgeting and human resource management
- Excellent oral and written communication skills in English
- International experience working in development in several countries

## Core Competencies

### Application of Technical Knowledge and Skills

- Develops and shares new theories and applications
- Develops other specialists in ADB and client organizations as a subject matter expert
- Convinces sophisticated clients to follow ADB's technical advice
- Focuses on creating depth in area of technical expertise within ADB

### Client Orientation

- Leads complex client negotiations to achieve mutually agreeable outcomes
- Guides others on how to effectively involve diverse groups of stakeholders and clients in strategic planning
- Ensures consistent client satisfaction, particularly in highly sensitive and complex situations
- Proactively manages relationships with decision makers and opinion leaders that contributes to achieving ADB's goals

### Achieving Results and Problem Solving

- Conducts complex analyses and reviews to achieve planned results
- Integrates projects and programs contributing to sector, country, and regional results
- Identifies and plans for future issues in programs and initiatives
- Designs operational processes, resources, and systems, to deliver higher quality results at lower cost
- Manages for results by planning staff resources, implementing, monitoring, and reporting outcomes

### Working Together

- Leads the achievement of interdepartmental or multi-client project goals
- Builds sustainable and productive long-term relationships with strategic partners at Ministerial, Central Agency and Sector level while appreciating differing objectives and concerns
- Actively manages potential team conflict situations before they arise
- Builds a safe environment within teams where staff and clients feel comfortable to openly share differing views and opinions

### Communication and Knowledge Sharing

- Diligently seeks and acts on feedback from internal and external stakeholders
- Consistently provides the appropriate level and amount of communication to internal and external stakeholders
- Develops approaches for information access and the dissemination of relevant knowledge solutions
- Stimulates the formation of novel and useful knowledge products and services

### Innovation and Change

- Acts as a change sponsor to win the support of those who are resistant to Strategy 2020 or organizational changes
- Persuasively communicates the reasons for organization change, addressing concerns and encouraging thinking beyond possible immediate personal inconveniences
- Anticipates the need for changes in policies and procedures to increase the effectiveness of ADB's assistance
- Drives the development of a continuous improvement and openness to change culture throughout ADB

### Managing Staff

- Ensures consistent and transparent application of staff policies in all situations, even when challenged by stakeholders
- Proactively manages the performance of all staff by delivering meaningful feedback about strengths, development areas, and performance issues at all opportunities
- Prioritizes staff management by building an open and supportive environment where all

staff are focused on results, even in difficult situations

- Motivates staff to collaboratively achieve Departmental results and collectively share achievements
- Considers team strengths, development priorities, and divisional accountabilities, when distributing tasks and accountabilities

### Leadership and Strategic Thinking

- Aligns words with actions
- Seeks opportunities to gain support and buy-in from internal and external stakeholders for ADB's vision, mission and strategy
- Motivates others who are unclear or not aligned with the priorities of Strategy 2020 by explaining the rationale and big picture supporting objectives
- Sought out to assist in aligning Departmental and organizational strategies and work plans with the needs of Strategy 2020
- Consistently involves current and potential stakeholders in designing and managing organizational changes needed to achieve ADB's strategic objectives

### Accountability

- Consistently assumes responsibility for Divisional or Departmental actions by explaining successes, failures, and proposing remedial actions
- Invests significant time in creating a culture of accountability and responsibility by using experience and advice to guide others
- Share accountability to improve the Division or Departmental performance and effectiveness
- Quickly manages and resolves situations when accountabilities are not met

### Inspiring Trust and Integrity

- Expresses views and behaves that enforces ADB values and inspires others to follow
- Establishes an environment that encourages open communication and responsible information sharing
- Delivers on commitments, obligations, and promises
- Avoids abuse of power or authority in any circumstance
- Consistently applies and upholds ADB rules and code of conduct
- Takes prompt and consistent action to address unprofessional, improper, or unethical behavior, including possible misconduct and violations to ADB's anticorruption policy
- Acts promptly to address any situations of perceived, potential, or actual conflicts of interest
- Maintains confidentiality of information in accordance with ADB rules

### Reporting relationships

- Supervisor: Vice-President, Knowledge Management and Sustainable Development (VPKM)
- The following staff positions may be supervised by the incumbent:
  - Administrative Staff

- National Staff
- International Staff

## Terms of Appointment

This is a fixed-term appointment for 3 years, which may be extended for a period of up to 3 years per extension, or not renewed. In case of extension, staff may continue in the position for another term of up to 3 years, or be reassigned to any suitable position in ADB.

This vacancy is open to internal and external applicants. If the successful candidate is an ADB staff with a regular appointment, his/her selection will be for an initial fixed period of 3 years subject to Section 5 of Administrative Order No. 2.03 ("Performance Management, Selection, Transfers, Promotion, Position Classification and Staff Level Complement System") and the terms of his/her regular appointment. For ADB staff selected with a fixed term appointment, such appointment will cease and he/she will be given a new appointment based on Section 5 of AO 2.03.

**We encourage diversity in our workplace and support an inclusive work environment. Women are especially encouraged to apply.**



## Location: Manila, Philippines

ADB is headquartered in Manila, Philippines.

The Philippines is an archipelago of 7,107 islands with a total land area of 301,000 square kilometres. Divided into three major island groups – Luzon, Visayas, Mindanao – the country is over 1,854 kilometres long from north (Batanes Island) to south (Tawi-Tawi Islands).

The area in which ADB is headquartered, Ortigas Center, is Metro Manila's second most important financial district and central business district, after the Makati Financial and Central Business District. With an area of at least 100 hectares, the district is located at the boundaries of Pasig City, Mandaluyong City, and Quezon City

Ortigas Center is home to many shopping malls, office and condominium skyscrapers and other building complexes, and nightlife bars and restaurants. These include the Asian Development Bank compound; the Oakwood Premier serviced apartments and a Shangri-La hotel. It is also the headquarters of San Miguel Corporation and Jollibee Foods Corporation, among others. Also present in the area are Philippine offices of prominent engineering firms such as Parsons Brinckerhoff, Sinclair Knight Merz, and WSP Group. It is also home to The Medical City, one of the three hospitals in the country accredited by the Joint Commission on International Accreditation.

Manila has a tropical climate, high humidity, and abundant rainfall. It has two distinct seasons: the rainy season from June to October, and the dry season from November to May. The weather is hot and humid in the summer months from March to May and pleasantly warm from December to February. Temperatures range from 23 degrees to 36 degrees centigrade.

## Key Steps in the Selection Process

1. If you wish to be considered for this position, please forward a copy of your CV and a supporting letter **in Microsoft Word format**, along with any relevant documentation to [lvercoustre@sri-executive.com](mailto:lvercoustre@sri-executive.com) on or before August, 26th 2016. All information will be in the strictest confidence as we pride ourselves on our professional service. We will revert to you as soon as feasible when we have reviewed your application.
2. During the recruitment process, SRI Executive Search will require your cooperation in completing a Competency Profile. You will also be required to participate in a number of telephone or Skype conversations with the team to ensure there is a clear understanding of the Terms of Reference and also an appropriate “fit” for you and the Asian Development Bank.
3. We will require that you provide us with full details of three people who are willing to act as a referee. We will not contact these referees without your express permission. Please note that reference checks may be conducted prior to your face-to-face interviews.
4. Once we have the details of all those interested in going forward for this role, we will evaluate all applicants against the requirements of the role as outlined above. SRI will conduct a number of interviews with interested parties.
5. Should both the parties wish to proceed an interview with the Selection Committee will take place. The face-to-face interview with the committee will take place in Manilla. Please note a meeting with SRI Representatives may be required prior to this. You may be asked the terms and conditions that you would require for an offer to be acceptable to you.
6. After you meet with the Selection Committee, we will advise you of the Committee’s decision as soon as possible. At the selection stage should you be the preferred final candidate, our client will likely extend a verbal offer to you. Please note that the successful candidate will be required to furnish us with original copies of their qualifications prior to an offer being extended.

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