

# Asian Development Bank Career

## Principal Country Specialist - (160503)

**Primary Location** : Bangladesh Resident Mission-Bangladesh-Dhaka  
**Department** : South Asia Department  
**Division** : Bangladesh Resident Mission  
**Staff Category** : International Staff (HQ)  
**Job Posting** : 18-Aug-2016, 7:01:19 AM

**Closing Date (Period for Applying) - External:** 01-Sep-2016, 9:59:00 PM

### Description

#### IMPORTANT INFORMATION:

Applications received in response to previous posting will be considered together with applications received in response to this advertisement. Previous applicants need not apply.

### Job Purpose

Lead the preparation of and supporting the implementation of the Country Partnership Strategy (CPS) and the Country Operations Business Plan (COBP) that aims to promote continuing strong development partnership between ADB and Bangladesh. Support the Country Director (CD), BRM in carrying out a wide range of operational and administrative tasks, including country programming, operational policy dialogue with central, local and sector agencies, and coordination with other departments and offices. Work within a framework of broad policies, principles and goals, applying a high degree of autonomy in selection of work methods.

### Expected Outcomes

#### a. Country Partnership Strategy and Programming

- Lead as Country Team Leader in country programming and ensure alignment of the Country Partnership Strategy (CPS) with Bangladesh's development plans and ADB's long-term strategic framework and guide country team members in the execution of their assigned work.
- Organize CPS consultations with the central and local governments, nongovernment organizations, business communities, academia, and development partners; lead annual country programming exercise; and formulate the annual COBP that reflects PRC's changing needs and shared emphasis on innovation and value addition, and knowledge and regional cooperation; and facilitate and monitor the delivery of annual lending and non-lending programs.
- Serve as the focal point in ADB on operational matters related to Bangladesh.
- Identify key operational and countrywide issues to be addressed in ADB's policy dialogue.
- Maintain regular consultations with concerned Government counterpart agencies on matters pertaining to CPS, operations and economic/sector matters.

#### b. Economic, Thematic and Sector Work

- Lead, support, review and ensure the quality of economic, sector and thematic work as substantive inputs to internal economic and programming studies related to Bangladesh.
- Review and prepare policy notes/papers and sector roadmaps as required and assist the sector divisions in the conduct of policy dialogue.

#### c. Stakeholder Coordination

- Establish and maintain effective relations with senior government officials and serve as the communication link between the Government of Bangladesh and ADB.
- Undertake coordination activities with development partners and other stakeholders on economic and development issues.

#### d. Regional Cooperation and Integration

- Support the CD in senior-level dialogue on regional cooperation and networking with Bangladesh's centers of excellence for policy studies and knowledge sharing.
- Act as the BRM focal point for regional cooperation initiatives.

#### e. Project Processing and Management

- Support sector divisions and substantially contribute to the design, processing and administration of both delegated and non-delegated loan and technical assistance (TA) projects, ensuring that ADB's strategic and cross-cutting concerns are appropriately addressed.
- Assist executing and government agencies in resolving project/program implementation problems in coordination with sector divisions.

#### f. Staff Supervision

- Create and lead multi-disciplinary teams and ensure the overall quality of its work.
- Supervise 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 ongoing learning and development.

### **Core Competencies**

#### **Application of Technical Knowledge and Skills**

- Provides supervision to others in completing their technical tasks
- Called upon for advice and guidance based on expertise gained by working in different countries and organizations
- Contributes advanced knowledge and expertise to different parts of the Department

#### **Client Orientation**

- Proposes effective services and solutions to staff beyond presenting issues and past challenges
- Assists colleagues adapt to the cultural and business norms of diverse clients and country situations
- Gains respect for the breadth and depth of expertise demonstrated in effectively managing diverse clients and country situations
- Called upon to resolve client situations that may impact their long-term ADB relationship

#### **Achieving Results and Problem Solving**

- Resolves situations where client needs are not being met
- Shares past experiences from different projects, organizations, and countries to help achieve quality results
- Ensures that thorough analysis includes current and relevant factors from different countries and contexts
- Sought out for guidance and experience in overcoming the most challenging situations
- Draws on long-term relationships with stakeholders to help plan for and achieve results

#### **Working Together**

- Addresses team members not contributing to required standards
- Commits to delivering timely and high quality work to assist in the team's success
- Develops and maintains good internal and external peer and senior level relationships
- Helps teams understand common features to build rapport and overcome challenges

#### **Communication and Knowledge Sharing**

- Provides stakeholders with the level and quality of information required to achieve outcomes
- Encourages others to seek long-term solutions to address feedback opposed to focusing on immediate concerns or reactions
- Uses breath of multi-country and multi-client knowledge to equip clients and staff for more effective outcomes
- Designs and implements project and program knowledge and services

#### **Innovation and Change**

- Consistently seeks more effective and practical ways for the Departmental delivery of services, products, and processes
- Proposes new ways to improve the quality and relevance of products and services
- Includes the core benefits and reasons for change when developing comprehensive change roll out plans
- Influences and persuades decision makers by presenting business cases supporting the proposed changes

## Qualifications

### Education Requirements

Master's degree or equivalent in Economics, Political Science, Public Policy, Public Administration or other relevant fields. University degree in Economics, Political Science, Public Policy, public administration or other relevant fields, combined with specialized experience in similar organization/s, may be considered in lieu of a master's degree.

### Relevant Experience

- Suitability to undertake the responsibilities mentioned above at the required level.
- At least 12 years of relevant professional experience in development planning and policy formulation, implementation and coordination, or related area as well as in project administration
- Substantial experience in infrastructure development and private sector
- Excellent oral and verbal communication skills in English
- International experience working in development in several countries

### Reporting Relationships

- Supervisor: Country Director
- The following staff positions may be supervised by the incumbent:
  - Administrative Staff
  - National Staff

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