



# International Staff (IS5)

CORE COMPETENCY	BEHAVIORS REQUIRED
Focusing on Client Needs	Builds proposed approaches based on good practice and around client's needs and suggestions. Collaborates with a diverse set of clients and country situations. Communicates and behaves with respect towards clients. Resolves client situations that may impact long-term ADB relationship.
Achieving Results	Abides by ADB's code of conduct and behaves ethically in all circumstances. Challenges self and team to achieve high levels of quality and productivity. Contributes insights and experiences to colleagues to help them achieve quality results. Identifies urgent decisions required and acts promptly. Solves complex problems independently including risk assessment based on detailed knowledge and best practice.
Working Together	Communicates and behaves with respect towards colleagues. Communicates openly and clearly with colleagues using various approaches as required. Extends support to members of different teams to overcome challenges. Provides feedback to colleagues and welcomes feedback from them.
Learning and Sharing Knowledge	Captures and utilizes diverse knowledge sources. Contributes advanced knowledge and experience. Looks for opportunities to share knowledge, work practices and experiences. Uses own knowledge and expertise to lead and develop others.
Innovating and Embracing Change	Includes change plans in all initiatives and gains support for new policies, systems and processes. Proposes new ways to improve the quality and relevance of ADB products and services, and convinces clients of the need for change. Tries new approaches appropriate for changed situations.

For staff with supervisory responsibilities at this level, the competency below also applies:

CORE COMPETENCY	BEHAVIORS REQUIRED
Managing Staff and Teams	Builds and manages effective teams inclusive of different views, culture, nationality, and gender. Considers individual strengths and development priorities when distributing tasks and accountabilities amongst team members. Consistently applies and upholds ADB's rules and code of conduct. Exercises transparency in decisions that affect staff. Makes self available for staff to seek guidance and advice. Coaches staff to enable individual performance and development. Proactively provides regular and specific feedback to staff on both performance achievements and development priorities. Seeks staff's feedback on own performance. Promptly addresses behavior issues to ensure staff treat each other with respect.