



International Staff (IS6)

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	Builds an inclusive collegial team culture and quickly addresses conflict in a respectful manner. Encourages team members to engage, collaborate and benefit from diverse views and backgrounds. Maintains collaborative work relationships with diverse colleagues on a variety of projects or initiatives. Models respectful communication and behavior.
Learning and Sharing Knowledge	Develops and enables transfer of knowledge of team members across themes, sectors and countries. Develops approaches for information access and the dissemination of relevant knowledge solutions. Stimulates the formation of novel and relevant knowledge products and services. Purposely undertakes activities to enrich own intellect, gain new skills and hone existing skills. Uses breadth of multi-country and multi-client knowledge to equip colleagues for more effective outcomes.
Innovating and Embracing Change	Acts as a change sponsor to win the support for organizational changes. Develops new techniques and procedures to monitor and evaluate development impact. Persuades stakeholders with decision making authority of the need for change, and seeks better product and service delivery.

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(Continued)

For staff with supervisory responsibilities at this level, the following competencies also apply:

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.
Managing the Organization Strategically	Avoids abuse of power or authority in any circumstance. Communicates support for ADB's vision, mission, and strategy. Helps staff understand how their daily work contributes to achieving Divisional objectives. Maintains confidentiality of information in accordance with ADB's rules. Takes responsibility for own words and actions.
Managing Change	Communicates the tools, methodology and models to draw on when facilitating change. Explains to staff and clients the reasons for organizational changes. Initiates tangible actions to reinforce and support change. Supports the need for changes in policies and procedures to increase the effectiveness of ADB's assistance.