

# WHAT ARE ADB CORE AND MANAGERIAL COMPETENCIES?



# International Staff – IS6

Jobs at this grade provide highly specialized expertise in specific ADB business areas in an international context by leading teams and functions of complex projects or contributing as the leading subject matter expert in a multi-disciplinary team. The role usually has supervisory responsibilities.

## CORE COMPETENCY

## COMPETENCY LEVELS AND BEHAVIORS REQUIRED FOR THE ROLE

### 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.
- Resolves client situations that may impact long-term ADB relationship.

### Achieving Results

- Solves complex problems independently including risk assessment based on detailed knowledge and best practice.
- 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.

### Working Together

- Maintains collaborative work relationships with diverse colleagues on a variety of projects or initiatives.
- Encourages team members to engage, collaborate and benefit from diverse views and backgrounds.
- Builds an inclusive collegial team culture and quickly addresses conflict.

### Learning and Sharing Knowledge

- Develops and enables transfer of knowledge of team members across themes, sectors and countries.
- Uses breadth of multi-country and multi-client knowledge to equip colleagues for more effective outcomes.
- Develops approaches for information access and the dissemination of relevant knowledge solutions. Stimulates the formation of novel and relevant knowledge products and services.
- Aggressively undertakes activities to enrich own intellect, new skills and hone existing skills.

### Innovating and Embracing Change


- Persuades stakeholders with decision making authority of the need for change, and seeks better product and service delivery.
- Acts as a change sponsor to win the support for organizational changes.
- Develops new techniques and procedures to monitor and evaluate development impact.

# International Staff – IS6

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## CORE COMPETENCY

## COMPETENCY LEVELS AND BEHAVIORS REQUIRED FOR THE ROLE



### Managing Staff and Teams

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



### Managing the Organization Strategically

- Helps staff understand how their daily work contributes to achieving Divisional objectives.
- Takes responsibility for own words and actions.
- Communicates support for ADB's vision, mission, and strategy.
- Maintains confidentiality of information in accordance with ADB's rules.
- Avoids abuse of power or authority in any circumstance.



### Managing Change

- Initiates tangible actions to reinforce and support change.
- Communicates the tools, methodology and models to draw on when facilitating change.
- Explains to staff and clients the reasons for organizational changes.
- Supports the need for changes in policies and procedures to increase the effectiveness of ADB's assistance.

**Note:** Managerial competencies (i.e. “Managing Staff and Teams”, “Managing the Organization Strategically”, and “Managing Change”) are applicable only to IS 6 staff who have supervisory<sup>2</sup> responsibilities.

<sup>2</sup> In the context of core competencies, ‘Supervisory responsibilities’ are defined as applicable when staff is being identified as ‘supervisor’ for at least one staff in the context of performance management.