

REQUEST FOR EXPRESSIONS OF INTEREST

AFRICAN DEVELOPMENT BANK

Corporate Strategy and Policy Department (SNSP)
Immeuble du HQ
Avenue Joseph Anoma
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COTE D'IVOIRE

Expressions of interest are being requested for a recruitment of an Individual Consultant to support the section on the Bank's Internal Transformation as part of the new Ten-Year Strategy

Brief description of the Assignment: Under the overall supervision of the Director and the task manager for the new Bank Group's Ten-Year Strategy (TYS 2.0), the main responsibility of the consultant is to help the team to think through critical, introspective questions, around internal transformation of the Bank. As part of the TYS process, the Bank would like to take a fresh look at the kind of institution it should strive to become over the next decade and the optimal approaches to maximizing delivery of its support to its clients.

Department issuing the request: SNSP

Place of assignment: From home country

Duration of the assignment: 2 months

Tentative Date of commencement: 20th February 2023

Detailed Terms of reference for the assignment: [see below]

Deadline for applications: 15th February 2023 at 6:00 p.m Abidjan Time

Applications to be submitted by email only to: h.majoul@afdb.org.

Any questions and requests for clarifications may be sent to: h.majoul@afdb.org

The eligibility criteria, the establishment of a short list and the selection procedure shall be in conformity with the Bank's **Procurement Policy and Procedure for Corporate Consultants Recruitment**. Please, note that interest expressed by a consultant does not imply any obligation on the part of the Bank to include him/her in the shortlist.

TERMS OF REFERENCE

Recruitment of an Individual Consultant to support the section on the Bank's Internal Transformation as part of the new Ten-Year Strategy

1. BACKGROUND

In May 2013, the Bank Group adopted its Ten-Year Strategy 2013 – 2022 (TYS) (extended to June 2023), which was based on Africa's achievements in the past decade and the Bank's in-depth understanding of where it wanted to be in the next decade, taking into account the evolving global economy. YYS was designed to place the Bank at the center of Africa's transformation and to improve the quality of Africa's growth. It is built around two inter-linked objectives – inclusive growth and transition to green growth, and supported by five operational priorities (infrastructure development, private sector development, regional economic integration, governance and accountability, and skills and technology) in which the Bank has comparative advantage, expertise, access and trust. In designing and implementing the programs in these five priority areas, the Bank undertook to pay particular attention to three areas of special emphasis: fragile states, gender, and agriculture and food security.

To accelerate the implementation of the YYS and to enhance development impact, the Bank in September 2015 articulated the need to focus on five high priority areas, known as the High 5s – namely Light up and Power Africa; Feed Africa; Industrialize Africa; Integrate Africa; and Improve the quality of life for the people of Africa. In addition to scaling up implementation of the YYS through the High 5s, several cross-cutting issues, highlighted in the YYS, were identified as part of the High 5 agenda. These are fragility, gender, climate change and governance. Scaling up activities in these five priority areas has been broadly welcomed by stakeholders across the board. The Bank has also developed specific strategies for each of the High 5 areas (except Quality of Life, which is currently under development).

As the current YYS comes to an end in June 2023, the Bank is strengthening its institutional mechanisms to scale up the High 5s, enhance coherence and build synergies in the implementation of its flagship initiatives under the High 5s, as well as the implementation of policy commitments made as part of its General Capital Increase and the African Development Fund (ADF) replenishments. The expiration of the strategy also comes at a critical time for Africa when the impact of the COVID-19 pandemic is threatening to erode the development gains of the last decade.

The Corporate Strategy and Policy Department of the Bank (SNSP) is leading a Bank-wide effort to produce a draft YYS 2.0. A consultant is required to help the team to think through critical, introspective questions, around internal transformation of the Bank. As part of the YYS process, the Bank would like to take a fresh look at the kind of institution

it should strive to become over the next decade and the optimal approaches to maximizing delivery of its support to its clients.

2. SCOPE OF THE ASSIGNMENT AND DELIVERABLES

Under the supervision of the Director, SNSP, the main responsibility is to help the team to think through how the Bank will reposition itself for effective and efficient delivery of its development programs in the next decade. Specifically, the consultant will:

- a) Work as part of the team drafting the Ten Year Strategy with a focus on how to transform the AfDB.
- b) Expand upon the unique position of the AfDB within Africa's regional architecture, with its mandate to lead on mobilising development finance in support of Agenda 2063. Essentially, how the Bank can leverage its comparative advantages as a trusted partner, convening power and unique voice for Africa, globally.
- c) Propose ways of cementing the Bank's reputation as a provider of high-quality development assistance in Africa, while maintaining its status as the premier development institution and a major provider of international development finance.
- d) Undertake a basic assessment of the institutional capacity to deliver on the TYS, within the context of strategic staffing, and draft relevant sections to the effect.
- e) Support Management to think through and clearly articulate whether the Bank is fit for purpose to deliver on the TYS aspirations.
- f) Provide additional support to reviewing the draft TYS document.
- g) Provide any other support that Management deems it fit.

3. SPECIFIC TASKS

Under the overall guidance of the Director – SNSP and Manager - SNSP.1, the Consultant is expected to produce a short report on internal transformation that will inform the corresponding section in the draft TYS document.

4. EXPECTED OUTCOMES

The expected outcome from the consultancy work is a short report on internal transformation be included in the TYS.

5. COMPETENCIES AND OTHER REQUIREMENTS

The Consultant shall be expected to have the following competencies:

- At least a master's degree in economics, development studies, or a related field;
- At least 20 years of experience in developing strategies, policies, and robust research at a senior management level;
- Recognised global thought leader and strategic thinker;
- Experience at a senior management level;
- Experience of delivering key institutional documents that reflect the institution's vision and values;
- Competencies in global complex systems thinking, strategy development and

problem solving.

- Proven ability to deliver high profile global reports for a variety of international development organizations at the highest levels;
- Understanding of Africa, the African Development Bank and the MDBs.

Language - English and French are the working languages of the African Development Bank. For this assignment, fluency in English or French (oral and written) is required.

Other Skills - Capacity to deliver output in a timely manner and the ability to synthesize quantum data for it to tell a powerful narrative of where Africa is, where it wants to go and how the Bank will come in to help take Africa there; good teamwork skills; and strong analytical skills.

6. THE TIME-LINE

The consultant will be employed for a period spanning two (2) months to complete the tasks outlined above.

7. Duration and location of the assignment

The consultant is expected to begin on 20th February, 2023, with a contract duration of 60 calendar days (subject to renewal as deemed necessary by the Bank). The service will be rendered virtually from the Consultant's home country, although Senior Management reserves the right to change the location of the assignment, as necessary.

The consultant may be expected to travel on mission to Abidjan or elsewhere periodically, as and when required by Management.

8. Evaluation process

The invited candidates are required to express their interest by submitting their CV, Cover Letter, to the email address provided on the Cover Page by 15th February 2023 at 6:00 p.m Abidjan Time.

The prospective consultants' expressions of interest will be evaluated based on the following criteria and weights:

(1)	General qualifications and adequacy for the proposed assignment	35%
(2)	Similar experience in the area of expertise of the assignment as described in the terms of reference	45%
(3)	Experience with the Bank or other international donors	10%
(4)	Language proficiency	5%
(5)	Knowledge of the region (environment of the assignment)	5%
	TOTAL	100%

9. Remuneration

Remuneration will be commensurate with experience, in line with the AfDB compensation guidelines. The consultancy fees will be paid at a daily rate. In addition, when there is need to travel on mission, a round trip economy class air-tickets with the shortest route will be provided. The candidate will be responsible for obtaining personal health insurance at his or her own cost. The coverage should include all medical expenses, including those resulting from illness or injury incurred during the duration of the assignment.

10. Leave

Not applicable.