

## Director African Natural Resources Center at African Development Bank

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### Job Description

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The AfDB's mission reflects the aspirations of the entire African continent. It is firmly rooted in a deep understanding and experience of Africa. The Bank aims to be at the center of Africa's transformation and to improve the quality of Africa's growth, promote inclusive growth and spur the transition to green growth.

### THE POSITION

The African Development Bank Group is currently going through an exciting period of strategic and structural fine-tuning, moving towards a more collaborative, cross-cutting way of working. As part of that change, the ECVP Complex is leading on the repositioning of the Bank Group as an innovative and dynamic organisation that works effectively as one. An important element of this will be to strengthen its public profile and policy impact, embedding a critical understanding of economics across all aspects of the Bank Group's work, including in its engagements with regional member countries, as well as its external engagement with decision-makers and opinion formers and other stakeholders.

The Director of ECNR will contribute substantially to the Bank Group's conceptualisation, design, implementation and quality assurance of all the Bank's strategic work in the area of natural resources management and investment. Specifically, the Director of ECNR will lead the implementation of the Bank Group's strategy and work program on natural resource management and investment following approval by the Bank Group's Board of Directors in accordance with the Bank's Ten-Year Strategy and its High 5 priorities,

and especially the three-year business plan for capacitating regional member countries in managing renewable and non-renewable resources in order to improve development outcomes.

The successful candidate will be part of the senior leadership in the Complex and across the Bank, play a key role in developing the public profile of the institution's work and lead outreach to a broad range of external stakeholders while also managing a dynamic team of professionals.

Under the overall direction of the Vice President, the overall purpose of the role is:

To help provide strategic vision, delivery and leadership on natural resource management and investment at the Bank Group, and to inform and shape its work with sound analysis and direction.

To enhance and develop the Bank Group's external knowledge profile, its influence and impact on the management of natural resources. This will be achieved through credible and persuasive communication of the institution's strategic ambition to key audiences: RMCs, policymakers, opinion-formers, the media, as well as other stakeholders.

To build up, lead, manage, mentor and coach a first-rate group of professionals to strengthen the capacity of the Bank Group on country and regional policy dialogue on natural resources management and investment.

### **KEY FUNCTIONS:**

Under the supervision and guidance of the Chief Economist/Vice President for Economics Research, Policy Dialogue and Knowledge Management, the Director will perform the following functions:

#### **Strategy and Knowledge Leadership**

Oversee the implementation of the Bank Group's overall vision and strategy for assisting RMCs to better manage and harness their natural resources so as to improve the quality of life for both present and future generations

Ensure that best expertise available in Africa and worldwide in the area of natural resource management and investment is brought to bear in the provision of customized policies for individual client countries or groups thereof.

Advice the Bank Group's RMCs on the design of socially desirable natural resource

management and investment laws, policies, standards and related guidance (including on, but not limited to cooperation and agreements, environmental guidance, inventory standards, legislation and regulations, species and ecosystems data and information security, transfer of authority, contract negotiations and implementation, etc.)

### **Work Program Validation and Execution**

Review and validate the objectives and work program for the department, ensuring alignment to the Bank, Complex and department strategic priorities.

Monitor their execution and provide guidance as needed to the teams.

Review and validate the budget, and its effective implementation.

Report on the work program execution and propose alternative and corrective measures as needed.

Actively contribute to the designing and monitoring of the department key performance indicators.

### **Technical Oversight on The Department Activities**

Provide strategic guidance to the Bank through the Vice-President on Bank wide natural resources related strategies.

Coordinate regional natural resources governance support through programs knowledge.

Collaborate with the Director Generals to grow and meet demand for policies and projects in natural resources.

Advise the Vice-President on the Center's strategic and operational matters by identifying areas of support to regional member countries and regional offices.

Support Director Generals by providing expertise, technical assistance and building knowledge dissemination of natural resources sectors at country level.

Oversee the narrowing of knowledge and skills gaps in relevant natural resources sectors as relates to the delivery of High 5s through leadership of internal and external knowledge development initiatives.

Lead work plans for the development of solution-oriented policy tools by ensuring the

products respond effectively to natural resources development policy, legal and institutional development needs.

### **People Management**

Ensure the department has the appropriate skills-mix at any time for effective delivery of the objectives defined in the work program.

Review and validate the staffing needs and build with the Human Resources department the required recruitment plans.

Assess work performance, appraise staff potential and determine training needs.

Put in place, with the assistance of the Human Resources department, talent management mechanisms, to build a talent pool for the department for business continuity.

Organize effective delegation of responsibilities by empowering staff at all levels.

### **Relations with Stakeholders**

Procure adequate human and financial resources to deliver the mandate by leveraging internal resources and forging external partnerships.

Represent the Bank at relevant platforms by articulating the Center's value proposition and increasing the Bank's brand visibility.

Serves as Acting Chief Economist/Vice President for Economics Research, Policy Dialogue and Knowledge Management Complex, when required.

Performs other duties assigned by the Vice President.

### **COMPETENCIES (skills, experience and knowledge)**

Hold at least a Master's degree in Natural Resources Management, Resource Economics, Natural Resources Policy or related disciplines. A Ph.D. degree will be a strong asset.

Have a minimum of ten years of relevant and progressive professional experience in the areas of natural resources management and policy reforms of which at least 5 years must be in managerial role. (Prior work in multilateral, bilateral or regional development agencies a plus).

An excellent understanding of contemporary debates in renewable and non-renewable

resource management policy formulation and implementation, broadly understood, both in the Africa and elsewhere, informed by both orthodox and heterodox economic theory.

Strong familiarity with the role of other development finance institutions in facilitating prudent management of natural resource endowments in addressing poverty reduction in developing countries.

Strong technical skills, specifically on natural resource management and investment issues as well as ability to think strategically and to design long-term plans and programs in line with strategic priorities.

Strong strategic influencing skills and demonstrated ability to present and win support for ideas as well as a track record of application of sound and balanced judgment, even under stressful situations.

Excellent written and oral communications skills, both orally and in writing, in French or English, with a good working knowledge of the other language.

Competence in the use of standard Office Suite packages. Knowledge of SAP is highly desirable.

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