



# Managing Director, Corporate Strategy

January 2025

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## About the Organisation

The European Bank for Reconstruction and Development (EBRD) invests in changing lives. Through our projects, business services and involvement in high-level policy reform, we're doing more than ever before across three continents.

Through our financial investments, business services and involvement in high-level policy dialogue, we are well placed to promote sustainable, entrepreneurial economies with opportunities for all. We invest primarily in private sector clients whose needs cannot be fully met by the market. Our mission is to develop open and sustainable market economies in countries committed to and applying democratic principles.

Our operations span agribusiness, infrastructure, transport and many other sectors. We are world leaders in climate finance. All our activities have been aligned with the Paris Agreement from the end of 2022 and we plan to be a majority green bank by 2025. We've already deployed €6 billion in Ukraine since Russia's invasion of the country in February 2022. Financial investment projects are at the heart of what we do. We also provide business advisory services and promote trade finance. We're active in almost 40 economies across three continents, from the Southern and Eastern Mediterranean, to Central and Eastern Europe, to Central Asia.

## The Role

<b>Role:</b>	Managing Director, Corporate Strategy
<b>Location:</b>	London, United Kingdom
<b>Contract:</b>	4-year term with potential to renew for a second term
<b>Reports to:</b>	The President of the EBRD
<b>Salary &amp; Benefits:</b>	Competitive

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## Job Summary

The Managing Director, Corporate Strategy, has responsibility for leading the Bank's strategy development, and advancing its strategic priorities, in partnership with other departments across the Bank. The role is key in developing and managing the Bank's relationships in the Global and European Financial Architecture and also is pivotal in introducing and implementing new approaches and ideas across the Bank. Through a small team, in HQ and in the Brussels' Office, the Managing Director fosters coordination and collaboration with other departments to deliver on the Bank's transition mandate.

The work of the Corporate Strategy team focusses on formulating the overall strategy and direction for the EBRD, working closely with other departments and the Bank's shareholders. The team supports the implementation of strategy, tracks trends and develops responses to major new challenges or initiatives (such as the recent capital increase or geographic expansion). The team monitors and analyses the Bank's strategic environment (including through scenario-building), develops options and action plans and drafts key strategy documents including the Strategic and Capital Framework, and contributes to other documents like the Strategy Implementation Plan, sectorial and country strategies. Through the integration and coordination of planning across departments and with external counterparts, the team also provides follow-up e.g. through the Corporate and Management Scorecards, and provides advice to the President on a range of matters.

The team is responsible for managing relationships between the Bank and other key international financial institutions and international organisations, especially EU institutions with the support of the Brussels' Office, other Multilateral Development Banks (the MD Corporate Strategy is EBRD's sherpa for the MDB heads group), and Development Financial Institutions. It coordinates the EBRD's inputs and positions vis-à-vis the main policy fora and discussions of interest to the Bank such as the G7 and G20, and the 2030 Development Agenda (including the Sustainable Development Goals).

Corporate Strategy coordinates cross-departmental initiatives or tasks, usually up-stream before handing over to departmental owners. For example, the corporate dimension of geographical expansions, the readiness for the Bank's digital approach, the proposal to apply mutual reliance with selected counterparties, the handling of certain institutionally sensitive discussions with shareholders and the clarification of the Bank's approach to graduation.



## Candidate Profile

We are seeking a dynamic and visionary leader for the position of Managing Director, Corporate Strategy. In this role, you will be responsible for shaping and advancing the Bank's strategic direction, collaborating closely with key departments across the organization. A key focus of this position is cultivating and managing relationships within the global and European financial sectors, while introducing innovative strategies and ideas that support the Bank's mission.

You will lead a dedicated team of 11 professionals, including staff based at our headquarters and in the Brussels Office. Your leadership will be crucial in ensuring seamless coordination between departments to support the Bank's transition mandate and long-term goals. As a member of the Executive Committee (ExCom) and the Strategy and Policy Committee (SPCom), you will play a central role in shaping the Bank's overall strategy and decision-making processes.

The role offers an exciting opportunity to drive strategic change and influence the future of the Bank, with a focus on innovation and collaboration across all areas of the institution.

## Accountabilities and Responsibilities

- Accountable for leading the development of Bank's strategic direction for approval by ExCom, the Board and Governors
- Responsible for advancing the strategic priorities of the Bank, both long and short-term, in partnership with various departments across the Bank.
- Provides leadership on special time-bound initiatives of (i) high importance to EBRD in support of the Bank's long-term strategic direction and/ or (ii) of cross cutting nature.
- Leads the Bank's positioning within in the Global and European Financial Architecture, including institutional relations with key participants such as the EU institutions, other Multilateral Development Banks, the G7, the G20 and special initiative groups.
- Partnering with and influencing across the Bank, especially to collectively implement the ambitions of the SCF.
- Horizon scans to identify opportunities and challenges for the Bank, ensuring options are considered by management and acted upon, and align departments on implementation.
- Key advisor to the President, inputting thought leadership on the Bank's strategic positioning.



- Directly accountable for the engagement and effective overall management of Corporate Strategy staff including recruitment, compensation, performance management, coaching and development.
- General corporate responsibilities as member of ExCom and SPCom.
- Champions and role models the Bank's Behavioural Competencies and Workplace Behaviours, ensuring adherence within the team(s) so that the highest standards of integrity and ethical conduct are exhibited at all times.

## **Skills, Knowledge and Experience**

- Degree or post graduate degree, or equivalent experience.
- Highly developed strategic thinking skills allied with a sense of realism and an ability to translate strategic concepts and general policy direction into implementation plans.
- Proven professional track record in international finance and development, as well as international or national public experience at a senior executive level.
- A profound understanding of the Bank's mandate, organisation and capabilities, together with in-depth insight into policy issues, especially those pertaining to the Bank's countries of operations.
- Decisiveness, political acumen and persuasiveness.
- Highly developed negotiation skills proven to yield positive outcomes with senior counterparts, both internal and external.
- Strong leadership and communication skills and the personal authority to effectively harness the cooperation of key stakeholders across the Bank.
- Strong team management skills and commitment to ongoing development of self and team and continuous improvement to inspire a collective sense of achievement.



## What is it like to work at EBRD?

Our agile and innovative approach is what makes life at the EBRD a unique experience! You will be part of a pioneering and diverse international organisation, and use your talents to make a real difference to people's lives and help shape the future of the regions we invest in.

The EBRD environment provides you with:

- Varied, stimulating and engaging work that gives you an opportunity to interact with a wide range of experts in the financial, political, public and private sectors across the regions we invest in;
- A working culture that embraces inclusion and celebrates diversity;
- An environment that places sustainability, equality and digital transformation at the heart of what we do.

Diversity is one of the Bank's core values which are at the heart of everything it does. A diverse workforce with the right knowledge and skills enables connection with our clients, brings pioneering ideas, energy and innovation. The EBRD staff is characterised by its rich diversity of nationalities, cultures and opinions and we aim to sustain and build on this strength. As such, the EBRD seeks to ensure that everyone is treated with respect and given equal opportunities and works in an inclusive environment. The EBRD encourages all qualified candidates who are nationals of the EBRD member countries to apply regardless of their racial, ethnic, religious and cultural background, gender, sexual orientation or disabilities. As an inclusive employer, we promote flexible working and expecting our employee to attend the office 50% of their working time.

## How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the "Apply" button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy) e.g., Pat-Jones-CV-012025-EBRD or Pat-Jones-CoverLetter-012025-EBRD.



## Timeline

<b>Closing Date:</b>	21st February 2025
<b>First stage interviews:</b>	24th - 28th February 2025
<b>Final interviews:</b>	28th March 2025

## Selection Process

Applications will be assessed upon receipt. All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

## Queries

Please address any questions about the role or process to [r.barlow@oxfordhr.com](mailto:r.barlow@oxfordhr.com) in the first instance.

## About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

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