Becoming an adviser

Frequently Asked Questions

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Introduction

A vibrant small and medium-sized enterprise (SME) sector is a vital ingredient for a healthy market economy. In addition to providing finance both directly and through local intermediary banks, the EBRD provides access to know-how to help SMEs improve their performance and grow.

For businesses looking to compete internationally, we also provide opportunities to work with an international adviser who brings substantial experience gained in the same industry to share their know-how directly with the client's management team.

Please use this link to register as an adviser. Should you have any urgent questions, please email advisers@ebrd.com. Please refer to the frequently asked questions section below for queries.

Selection criteria

What types of candidates typically apply?

Our advisory services are provided by experienced directors, industry experts and financial specialists.

What are the criteria for becoming an International Adviser?

As a **Senior Industrial Adviser (SIA)**, the primary adviser working directly with EBRD client companies, applicants are expected to meet the following qualifications:

- **A minimum of 10 years of senior management experience** in the private sector, gained within finance, business, consultancy or entrepreneurship.
- Proven **expertise across core industries**, such as manufacturing, food processing, services, wholesale and retail, healthcare and pharmaceuticals, environment, power & energy, construction, transport and infrastructure, information, communication and technology, and natural resources.
- **Strong business management and financial acumen**, developed through senior management responsibilities.
- **Willingness to travel** to EBRD countries of operation as required.
- **Willingness to be contracted at a pro-bono fee rate**, with a primary objective of transferring managerial and industrial knowledge to SMEs across EBRD countries of operation,
- Outstanding written and oral communication skills in **English**. Knowledge of Russian, Arabic or other languages spoken in EBRD countries of operation is considered an advantage.

Furthermore, advisers should demonstrate:

- **Communication skills:** The ability to deliver clear, concise and accurate information, both in written and verbal formats, to the appropriate audience at the right time.
- **Attention to detail:** Maintaining high standards of quality, accuracy and precision even under pressure.
- **Problem solving**: Sounds judgement and initiative in decision making. The ability to tackle issues logically and propose practical and realistic solutions.
- **Planning and organising**: The capacity to operate independently, manage a high workload efficiently, and take responsibility for decisions within one's area of expertise.
- **Teamwork**: The ability to build effective relationships share knowledge, information and best practices both within and outside the team.
- **Customer focus:** Sensitivity to diverse cultural and political contexts, understanding stakeholders' needs and providing optimal solutions while managing expectations.
- **Results orientation:** Commitment to achieving and exceeding goals and continuously striving to improve the ways things are done within a business.

To apply for a **Specialist Adviser** role, the criteria are the same as above, with the exception of the minimum requirement for senior executive level experience. Candidates applying for the Specialist Adviser role must have **a minimum of 7 years** of appropriate technical experience in a particular business segment, e.g. marketing, finance, HR, design, environmental and/or energy management.

Are there any nationality restrictions?

No, we welcome candidates of all nationalities.

How to apply

What are the steps for applying to become an adviser?

To apply to be registered as a Senior Industrial Adviser (SIA) or as an Specialist Adviser, fill out the online form: your first name, surname and e-mail address, and agree with the Bank's privacy policy. An e-mail will then be sent to the specified e-mail address providing you with your logon credentials and a link to the Management Information System (MIS). When you subsequently login to the MIS, you will be required to complete your adviser profile and upload a CV.

What web browsers support the application form?

The process has been optimised for Internet Explorer and Chrome browsers, so you might encounter technical difficulties if using other web browsers.

How much detail do I need to give about myself?

The more specific detail you provide, the easier for us to get an accurate idea of your experience and hence easier for us to identify the kind of projects that would benefit from your expertise.

Any tips on what I should include in my application?

The MIS stores a large number of adviser profiles on its database. To identify advisers for a specific project, we search on the database using keywords. To ensure that you are considered for all projects that are relevant to your experience and expertise, please ensure to mention all relevant keywords in your profile. The search function scans all profiles, and it will pick up on key words regardless of where in your profile you choose to mention them.

Do I need to provide any referees?

We generally do not require references, but you may upload a scanned original reference, with signature and contact details, to the supporting documents section. We may request references from you after reviewing your application, in case we have difficulty determining which type of projects you would be suitable for.

Are there any specific application periods?

We have a rolling registration for our database of advisers, so you are welcome to apply at any time of the year.

Can I make any amendments to my application once I have submitted it?

Yes, once you have registered and created a profile, you can subsequently update that profile, using your credentials to log in at ebrd.appiancloud.com. Should you have forgotten your password, please use the 'forgot password' link on the login page. Once you are logged in, click on your name. You can now see your profile and amend it by clicking on “Modify Advisor” on the top right.

How will I know if my application is successful?

Once you have submitted your contact details, you will receive a confirmation e-mail instructing to complete your adviser profile. Once you have done this, we will review your profile as soon as possible and inform you via e-mail. If you are short-listed for a project, you will be interviewed.

Will I hear if my application isn't successful?

Yes, we inform all our applicants of the outcome of their applications.

Working as an adviser

What fee rates can I expect?

We have a standard non-negotiable fee structure, fixed at EUR 500/day for both SIAs and Specialist Advisers. Daily allowances are in accordance with European Union's approved country rates (subject to changes as per official semi-annual updates by the European Commission). International travel expenses are also reimbursed.

Are projects conducted remote or on-site?

We have both remote and on-site delivery mechanisms for our projects. Whether the project is remote or hybrid (a combination of on-site and on-line advisory work), will depend on client circumstances and will be clarified to you before project start.

Do you provide travel insurance for project-related travel?

When you are travelling within your contract, you are covered by the Emergency Medical Insurance policy. You should ensure that you also always possess full personal travel insurance cover, as our insurance only covers emergency medical assistance.

If my application is successful, can I expect an assignment in the near future?

We aim to engage our new advisers on projects, but there is no guarantee that we can involve you on a project straight away. There is a large number of advisers registered with us and we always aim to match a client company with the best possible advisory team. For each and every project we search on our database for a short-list of suitable candidates that matches the objectives for the project. Client companies as well as the EBRD staff review the suitability of the advisory team.

If I am selected for a project, do you need anything else from me?

When you are selected for a project, we will ask you to provide a few more details - registration in GEP Smart database and emergency contact details. Please ensure you have uploaded an updated CV to your adviser profile.

How much time am I expected to dedicate to assignments?

A project lasts approximately 12-18 months, during which time the SIA visits the enterprise about once every second month, for around a week. The Specialist Adviser can be involved for the total duration of the project, or only during a shorter period of time.

Contact us – questions and queries

Who can I contact for further information?

All queries should be e-mailed to advisers@ebrd.com.

I am registered already; how can I log into my profile?

Please go to ebrd.appiancloud.com and log in using your email address and password. Should you have forgotten your password, please use the 'forgot password' link on the login page. Once you are logged in, click on your name. You can now see your profile and amend it by clicking on "Modify Advisor" on the top right.