

Working at the EBRD

We invest in changing lives



European Bank
for Reconstruction and Development

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The European Bank for Reconstruction and Development (EBRD) is investing in changing people's lives and environments from central Europe and the Western Balkans to central Asia. Working together with the private sector, the EBRD invests in projects, engages in policy dialogue and provides technical assistance that builds sustainable and open-market economies. Since 2011 the Bank – owned by 64 countries, the European Union and the European Investment Bank - has been laying the foundations for the expansion of its operations to the southern and eastern Mediterranean region.

What we do

We provide project financing for banks, industries and businesses, both new ventures and investments in existing companies. We also work with publicly owned companies.

Each of our projects is tailored to the needs of the client and to the specific situation of the country, region and sector. Direct investments generally range from €5 million to €230 million. We provide loan and equity finance, guarantees, leasing facilities and trade finance. Typically we fund up to 35 per cent of the total project cost.

Where we are

The EBRD is committed to undertaking operations throughout the region and has signed projects in each of its countries of operations from central and eastern Europe, Russia to central Asia. To coordinate local activities, the EBRD has established resident offices in all of these countries. Staffed by both internationally and locally recruited professionals, these offices are fully involved in generating new projects and in monitoring the growing number of Bank operations.

Sachiko Fujii

Treasury, Credit Risk Management

How long have you been at the EBRD, and what attracted you to working here?

I joined the EBRD in January 2008 after gaining my MBA in Switzerland. I am Japanese by nationality, raised in six countries across the globe and went to an international boarding school. With my background, I was attracted to the EBRD's truly multicultural work environment. The Bank's mission and philosophy matched my values, which is a critical element for me to work at any institution.



Are there any particular areas of your work that you feel have made a real difference to people's lives?

Even in the recent financial crisis, the EBRD successfully maintains its funding programmes and responded to the crisis swiftly and decisively by providing funds to the projects in our countries of operations. The crisis also casts challenges to the Bank's Treasury activities. As a number of financial institutions merged in late 2007 and their balance sheets were weakened, the Treasury faced difficulties in diversifying its investment portfolio to meet the Bank's conservative credit policy.

At a glance

Countries where the EBRD invests

34

Regional offices (four temporary)

34

Staff

2,047

Nationalities

58

Languages spoken

70+



ABOUT THE EBRD

www.ebrd.com/about

Careers at the EBRD

Whether you are interested in banking, law, accountancy or wish to become an economist, there are a wide range of opportunities available for you. We recruit talented people from around the world for exciting EBRD career opportunities in our London headquarters and throughout our regional offices. Our aim is to attract outstanding people who contribute to the unique mission of the EBRD.



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Rewarding and fulfilling work

Working for the EBRD offers a collaborative and supportive working environment, an internationally diverse workforce and the opportunity to work at our London headquarters or in cities as diverse as Bucharest, St. Petersburg, Istanbul or Ulaanbaatar.

The EBRD is the only IFI with an environmental mandate and environmental and social sustainability is one of the EBRD's core principles. Every project is screened for environmental impact and around 17 per cent of total commitments are designed to make environmental improvements.

Diversity in the workplace

Our multicultural and multilingual workforce from our member countries is a source of strength and capability.

EBRD employees are representative of a rich diversity of experiences and professional backgrounds, which translate into diverse thinking, greater creativity and innovation.

The EBRD finances projects in all key sectors from agribusiness to energy efficiency and from financial institutions to municipal and environmental infrastructure.

Work-life balance

At the EBRD, your day-to-day work will make a difference to other people's lives. We believe that, in addition to a stimulating international environment and an attractive compensation and benefits package, you deserve all our support in order to create and maintain a healthy and flexible work-life balance.

The EBRD offers family friendly policies and supports measures, such as working from home and flexible hours, to ensure that employees can achieve a healthy balance between their professional and private lives. Our policy is reviewed on a continual basis to ensure that all our staff members can contribute to the Bank's mission in the best conditions possible.

Mobility and career development

The fastest way to grow in your career is to be exposed to new challenges. Our approach to mobility and career development will allow you to progress in different roles and take advantage of new experiences. Whether you work in London or in one of the 34 countries in which we operate, we will give you plenty of opportunities to work and train in a location that is best for business and your career development.

A childhood dream becomes reality in Georgia

In Gori in Georgia, a few minutes' walk from Stalin's statue, the bustling Dafne grocery supermarket serves a steady stream of customers.

The supermarket was ransacked during the 2008 conflict between Georgia and Russia, but Ana Kureli, the owner of the store, quickly refurbished the premises and set about upgrading it. "This was my childhood dream," says Ms Kureli, who used to play at being a shopkeeper as a child.

Ms Kureli had already taken steps to strengthen the business after she purchased it in 1997. But to really make a difference to her customer base and advance her business to a higher level, she turned to the EBRD to help her implement a store debit card system. This not only increased revenue by creating a customer loyalty programme, but also provided a new financial mechanism for serving the people of Gori. Ms Kureli has also teamed up with a local charity providing free food for the poorest people; beneficiaries can pay for goods by using a special store card and the bills are then settled by the charity.

The supermarket has benefited from an immediate upturn in sales and the store is well positioned for further modernisation.



The International Professionals Programme

The EBRD's International Professionals Programme (IPP) aims to prepare ambitious postgraduates for a career at the EBRD. Each successful candidate is allocated to an area relevant to their professional background and career aspirations. We are now advertising for our fourth intake into the programme.

Throughout the intense 23-month programme, participants work to an individual training plan under the guidance of an IPP Manager and a mentor. Four rotational assignments in relevant departments make up the core of the IPP and are designed to provide a broad yet detailed introduction to the Bank. One of the rotations will be to one of the countries where the EBRD invests. Towards the end of the programme, top performers are invited to apply for a permanent role with the EBRD.



Read more:
www.IPP.ebrd.com

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